



# Average Earnings and Hours Of Employees Australia

November 1987

Catalogue No. 6304.0



**EMBARGOED UNTIL 11.30 A.M. 4 NOVEMBER 1988**

**AVERAGE EARNINGS AND HOURS  
OF EMPLOYEES  
AUSTRALIA  
NOVEMBER 1987**

**IAN CASTLES**  
**Australia Statistician**

Employment and Income Statistics Australia  
Statistical Bureau, Department of Employment and Income Security  
November 1987

Average weekly earnings and hours worked by employees in November 1987.

The figures are based on a sample survey of employees in November 1987. The survey is conducted annually and provides information on average weekly earnings and hours worked by employees in November 1987.

The figures are based on a sample survey of employees in November 1987. The survey is conducted annually and provides information on average weekly earnings and hours worked by employees in November 1987.

The figures are based on a sample survey of employees in November 1987. The survey is conducted annually and provides information on average weekly earnings and hours worked by employees in November 1987.

The figures are based on a sample survey of employees in November 1987. The survey is conducted annually and provides information on average weekly earnings and hours worked by employees in November 1987.

The figures are based on a sample survey of employees in November 1987. The survey is conducted annually and provides information on average weekly earnings and hours worked by employees in November 1987.

The figures are based on a sample survey of employees in November 1987. The survey is conducted annually and provides information on average weekly earnings and hours worked by employees in November 1987.

The figures are based on a sample survey of employees in November 1987. The survey is conducted annually and provides information on average weekly earnings and hours worked by employees in November 1987.

БІЛЫ НЕМІСТІВІА ВІД МАССІВІТЫН СЛОВАРЫ

СЛОВО СИА РОДИНА ЗІДАЙЗА  
СҮРҮЛІМЕ ЗО  
АЛМАТА  
1981 ІСЕМІ

© Commonwealth of Australia 1988

PHONE INQUIRIES	• <i>about these statistics</i> —contact Mr Rodney Cowie on Canberra (062) 52 6574 or any ABS State office.
MAIL INQUIRIES	• <i>about other statistics and ABS services</i> —contact Information Services on Canberra (062) 52 6627, 52 5402, 52 6007 or any ABS State office.
ELECTRONIC SERVICES	• <i>write to Information Services, ABS, P.O. Box 10, Belconnen, A.C.T. 2616</i> or any ABS State office.
	• on VIATEL — key *656#. • on AUSSTATS — phone (062) 52 6017. • on TELESTATS — phone (062) 52 5404.

## CONTENTS

	Page
.. Summary of Findings	1

### Diagram

1. Percentage change in average weekly total earnings of full-time employees, Australia, November 1986 to November 1987	2
2. Percentage change in average weekly total earnings of full-time male and female employees, Australia, November 1986 to November 1987	2
3. Percentage change in average weekly total earnings of full-time adult male managerial employees, private sector, Australia, November 1986 to November 1987	3
4. Percentage change in average weekly total earnings of full-time adult non-managerial employees, Australia, November 1986 to November 1987	4
5. Percentage change in average weekly ordinary time earnings of full-time adult non-managerial employees, by sector, November 1986 to November 1987	5
6. Female average weekly ordinary time earnings as a percentage of male average weekly ordinary time earnings of full-time adult non-managerial employees, November 1987	6
7. Average hourly earnings of full-time and part-time adult non-managerial employees, November 1987	7

## TABLES OF ALL EMPLOYEES (PRIVATE AND PUBLIC SECTORS)

### Table

<b>All employees—</b>	
1. Average weekly total earnings, industries, Australia, November 1987	8
2. Average weekly total earnings, States and Territories, November 1987	8
<b>Full-time adult non-managerial employees—</b>	
3. Average weekly earnings, overtime, hours paid for and hourly earnings, industries, Australia, November 1987	9
4. Average weekly earnings, overtime, hours paid for and hourly earnings, States and Territories, November 1987	10
<b>Full-time junior employees—</b>	
5. Average weekly total earnings, hours paid for and hourly earnings, industries, Australia, November 1987	11
6. Average weekly total earnings, hours paid for and hourly earnings, States and Territories, November 1987	11
<b>Full-time adult managerial employees—</b>	
7. Average weekly total earnings, industries, Australia, November 1987	12
8. Average weekly total earnings, States and Territories, November 1987	12
<b>Part-time adult employees—</b>	
9. Average weekly total earnings, hours paid for and hourly earnings, States and Territories, November 1987	12

**CONTENTS—continued**

**TABLES OF EMPLOYEES IN THE PRIVATE SECTOR**

<b>All employees—</b>	
10. Average weekly total earnings, industries, Australia, November 1987	13
11. Average weekly total earnings, States and Territories, November 1987	13
<b>Full-time adult non-managerial employees—</b>	
12. Average weekly earnings, overtime, hours paid for and hourly earnings, industries, Australia, November 1987	14
13. Average weekly earnings, overtime, hours paid for and hourly earnings, States and Territories, November 1987	15
<b>Full-time junior employees—</b>	
14. Average weekly total earnings, hours paid for and hourly earnings, industries, Australia, November 1987	16
15. Average weekly total earnings, hours paid for and hourly earnings, States and Territories, November 1987	16
<b>Full-time adult managerial employees—</b>	
16. Average weekly total earnings, industries, Australia, November 1987	17
17. Average weekly total earnings, States and Territories, November 1987	17

**TABLES OF EMPLOYEES IN THE PUBLIC SECTOR**

<b>All employees—</b>	
18. Average weekly total earnings, States and Territories, November 1987	17
<b>Full-time adult non-managerial employees—</b>	
19. Average weekly earnings, overtime, hours paid for and hourly earnings, States and Territories, November 1987	18
<b>Full-time junior employees—</b>	
20. Average weekly total earnings, hours paid for and hourly earnings, States and Territories, November 1987	18
<b>Full-time adult managerial employees—</b>	
21. Average weekly total earnings, States and Territories, November 1987	18

**APPENDIXES**

A. Glossary	19
B. Explanatory Notes	20
C. Technical Note	23
D. Copy of survey questionnaire	

## SUMMARY OF FINDINGS

In the year to November 1987, average weekly total earnings of all employees increased by 5.6 per cent to \$401.80.

In the same period, average weekly total earnings of full-time adult employees increased by 5.4 per cent to \$479.70. States with the largest relative increases were Victoria (6.4 per cent), South Australia (5.9 per cent) and Western Australia (5.7 per cent). Nationally, average weekly total earnings of full-time adults increased at a faster rate for males (5.7 per cent) than for females (5.2 per cent).

Between November 1986 and November 1987, average weekly total earnings of full-time adult non-managerial employees increased by 5.6 per cent to \$451.60, and average weekly ordinary time earnings for full-time adult non-managerial employees increased by 5.4 per cent to \$416.80.

Increases in earnings in the year to November 1987 were influenced by the two-tier National Wage Case decision in March 1987 which provided for:

- an immediate \$10 per week first tier increase; and
- a maximum 4 per cent second tier increase, subject to the terms specified.

Supplementary information obtained during the survey suggests that at the November 1987 survey reference date, approximately 20 per cent of employees (about 25 per cent of private sector and 10 per cent of public sector employees) had received second tier increases.

Industries for which a substantial proportion of employees had received second tier increases were:

- Manufacturing
  - Chemical, petroleum and coal products
  - Transport equipment
  - Paper, paper products, printing and publishing
  - Basic metal products
- Construction

The industries for which only a small proportion of employees had received second tier increases were:

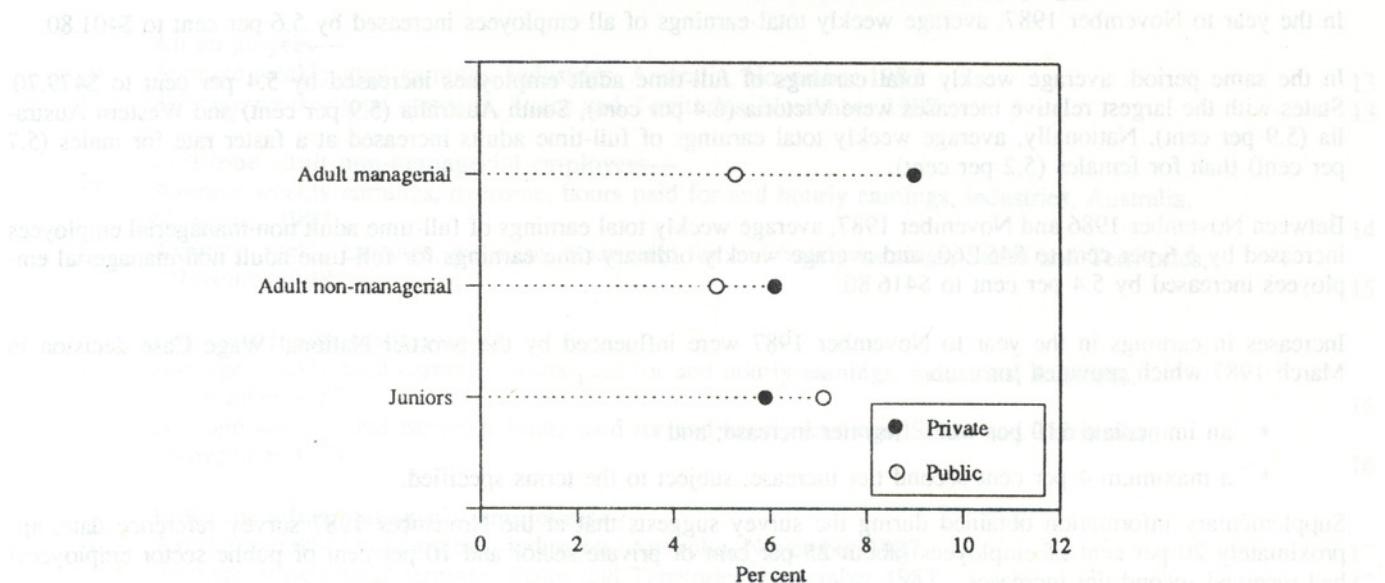
- Manufacturing
  - Textiles; Clothing and Footwear
- Communication
- Retail trade
- Public administration and defence
- Community services

The largest relative increases in average weekly total earnings of full-time adult employees in the year to November 1987 were recorded in the following industries:

- Finance, property and business services (10.3 per cent)
- Manufacturing
  - Paper, paper products, printing and publishing (9.7 per cent)
  - Other manufacturing (8.4 per cent)
  - Transport equipment (7.8 per cent)
- Transport and storage (7.7 per cent)
- Mining (7.6 per cent)
- Textiles; Clothing and Footwear (7.6 per cent)

**DIAGRAM 1: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME EMPLOYEES, BY SECTOR, AUSTRALIA, NOVEMBER 1986 TO NOVEMBER 1987**

Source: Tables 12, 14, 16, 19, 20 and 21

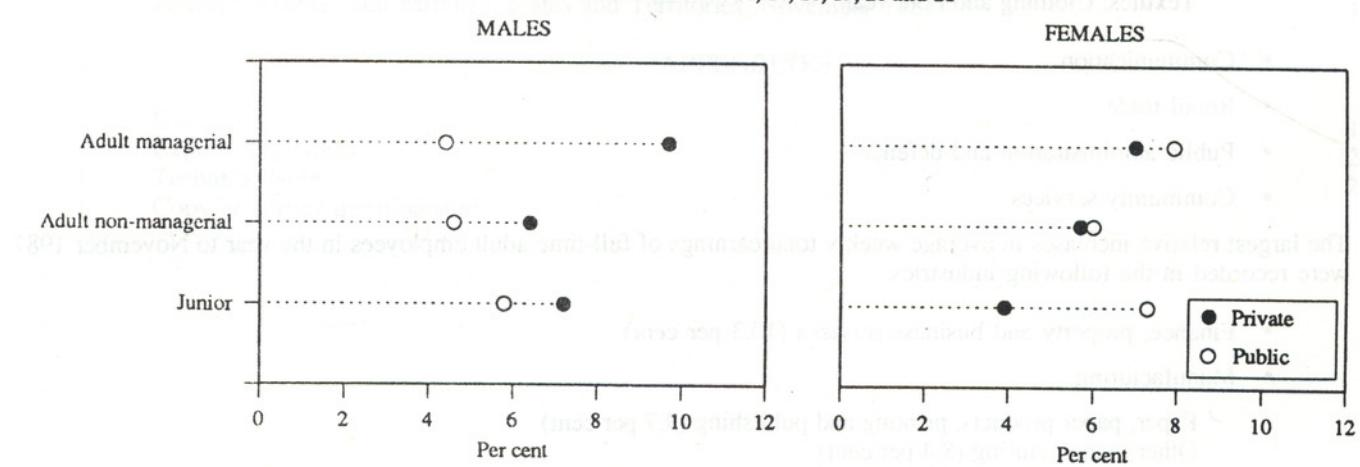


In the year to November 1987, the percentage increase in average weekly total earnings of full-time employees:

- was greater in the private sector than the public sector for both adult managerial (9.1 per cent compared to 5.3 per cent) and adult non-managerial categories (6.1 per cent compared to 5.0 per cent);
- was greater in both the private and public sectors for adult managerial than for adult non-managerial employees; and
- in the private sector, was lower for junior employees than for both managerial and non-managerial adults; but in the public sector, was higher for juniors than for either category of adult employees.

**DIAGRAM 2: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME MALE AND FEMALE EMPLOYEES, AUSTRALIA, NOVEMBER 1986 TO NOVEMBER 1987**

Source: Tables 12, 14, 16, 19, 20 and 21



In the year to November 1987, the percentage increase in average weekly total earnings of full-time employees:

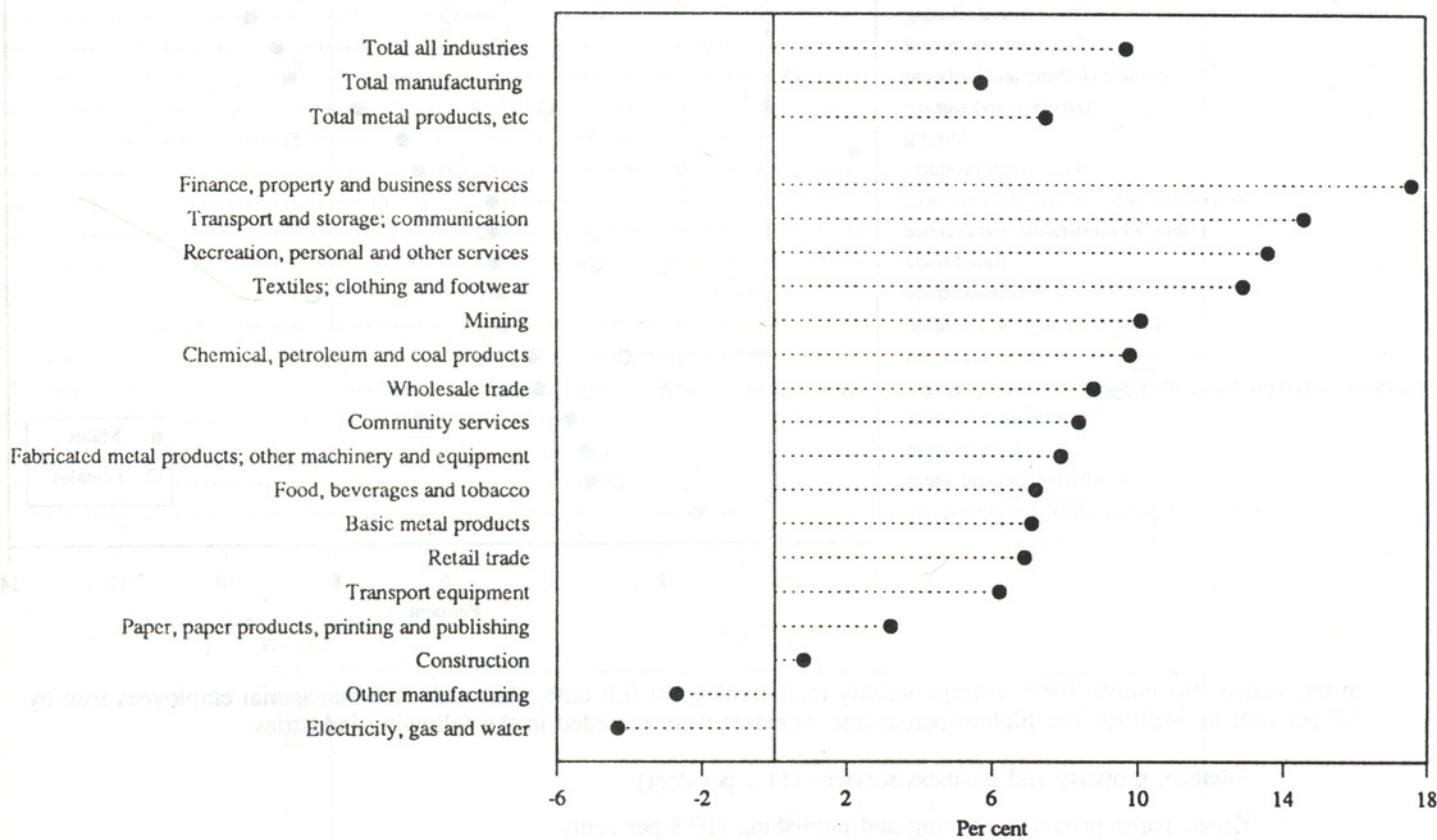
- was greater for males in the private sector than in the public sector;
- was greater for females in the public sector than in the private sector;

- in the private sector, was greater for males than females; and
- in the public sector, was greater for females than males.

The largest relative movement in average weekly total earnings was recorded for full-time adult male managerial employees in the private sector (9.7 per cent).

**DIAGRAM 3: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT MALE MANAGERIAL EMPLOYEES, PRIVATE SECTOR, AUSTRALIA, NOVEMBER 1986 TO NOVEMBER 1987**

Source: Table 16



In the year to November 1987, average weekly total earnings of full-time adult male managerial employees in the private sector rose by 9.7 per cent to \$642.30. The highest percentage increases were recorded in the following industries:

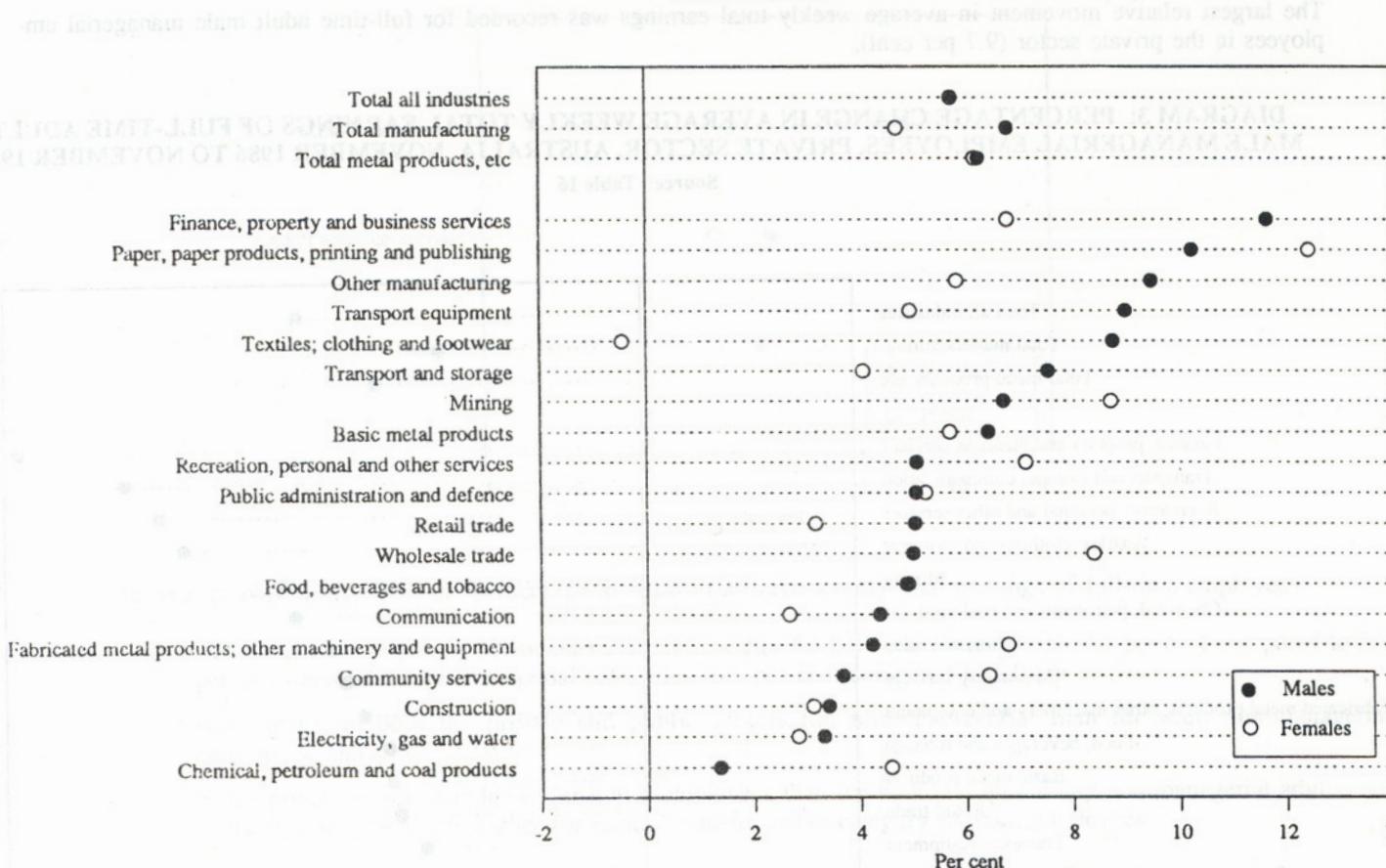
- Finance, property and business services (17.6 per cent)
- Transport and storage; Communication (14.6 per cent)
- Recreation, personal and other services (13.6 per cent)
- Textiles; Clothing and footwear (12.9 per cent)

In the same period, average weekly total earnings of full-time adult female managerial employees in the private sector rose by 7.0 per cent to \$450.50. The highest percentage increases were recorded in the following industries:

- Mining (39.4 per cent)
- Wholesale trade (23.1 per cent)
- Transport equipment (13.5 per cent)
- Textiles; Clothing and footwear (12.6 per cent)

**DIAGRAM 4: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, NOVEMBER 1986 TO NOVEMBER 1987**

Source: Table 3



In the year to November 1987, average weekly total earnings of full-time adult male non-managerial employees rose by 5.7 per cent to \$481.90. The highest percentage increases were recorded in the following industries:

- Finance, property and business services (11.7 per cent)
- Paper, paper products, printing and publishing (10.3 per cent)
- Other manufacturing (9.5 per cent)
- Transport equipment (9.0 per cent)

Average weekly total earnings of full-time adult female non-managerial employees rose by 5.7 per cent to \$393.90. The highest percentage increases were recorded in the following industries:

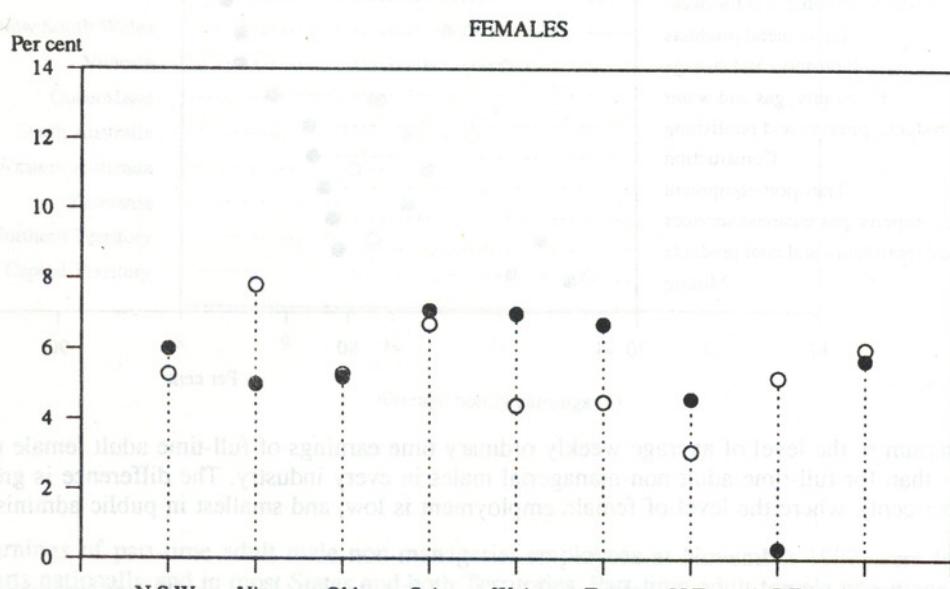
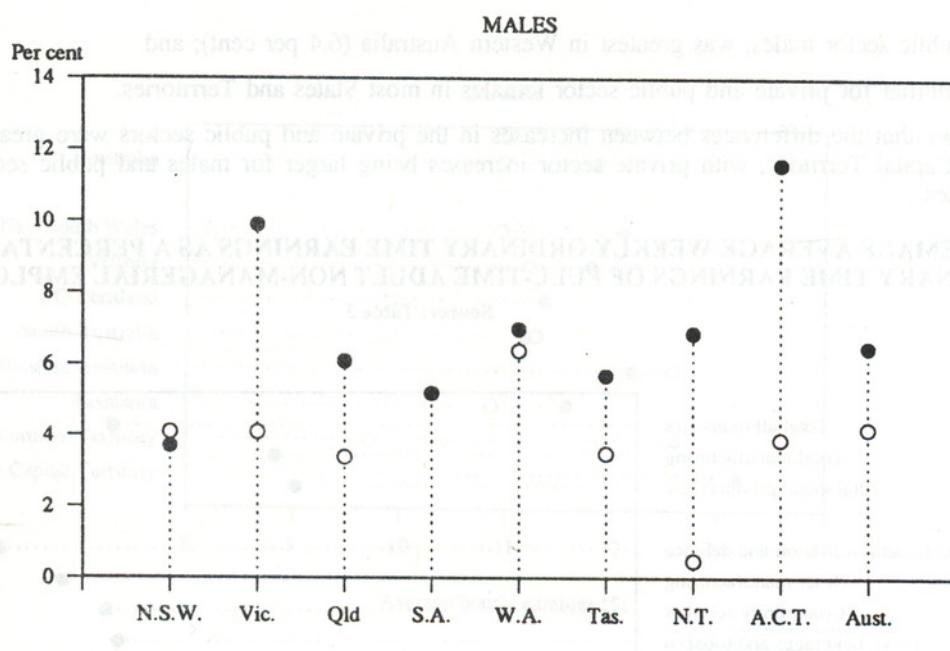
- Paper, paper products, printing and publishing (12.4 per cent)
- Mining (8.7 per cent)
- Wholesale trade (8.4 per cent)
- Recreation, personal and other services (7.1 per cent)

For full-time adult non-managerial employees, average weekly ordinary time hours paid for and average weekly total hours paid for were unchanged from November 1986 levels nationally and for most States and industries.

In the year to November 1987, the percentage increase in average weekly ordinary time earnings of full-time adult non-managerial employees:

- was greater for private than for public sector males in most States and Territories (New South Wales and South Australia were the exceptions);

**DIAGRAM 5: PERCENTAGE CHANGE IN AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, BY SECTOR, NOVEMBER 1986 TO NOVEMBER 1987**

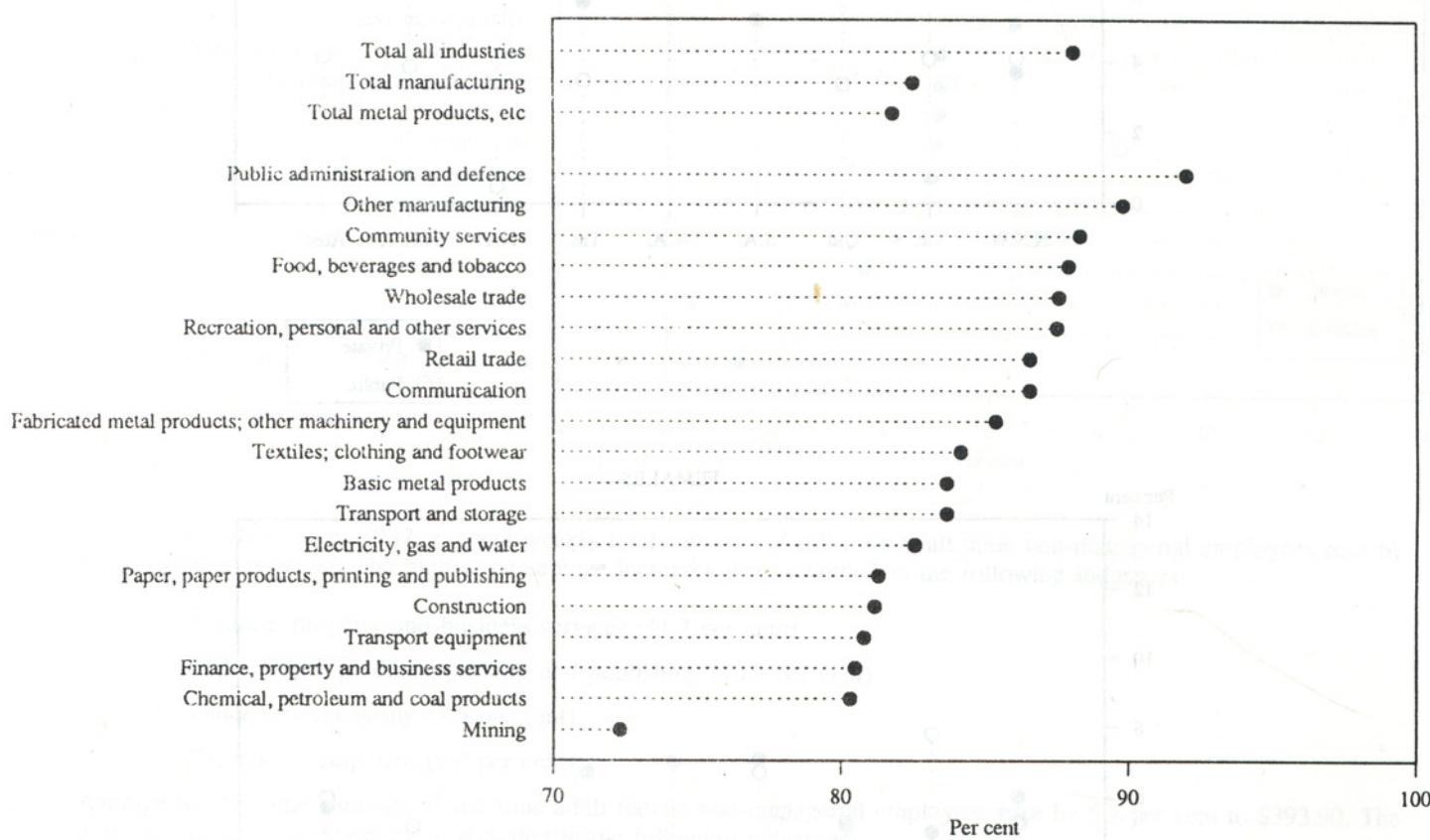


- for private sector males, was greatest in the following States and Territories: Australian Capital Territory (11.6 per cent)  
Victoria (9.9 per cent)  
Western Australia (7.0 per cent);
- for public sector males, was greatest in Western Australia (6.4 per cent); and
- was similar for private and public sector females in most States and Territories.

Diagram 5 shows that the differences between increases in the private and public sectors were greatest in Victoria and the Australian Capital Territory, with private sector increases being larger for males and public sector increases being larger for females.

**DIAGRAM 6: FEMALE AVERAGE WEEKLY ORDINARY TIME EARNINGS AS A PERCENTAGE OF MALE AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, NOVEMBER 1987**

Source: Table 3



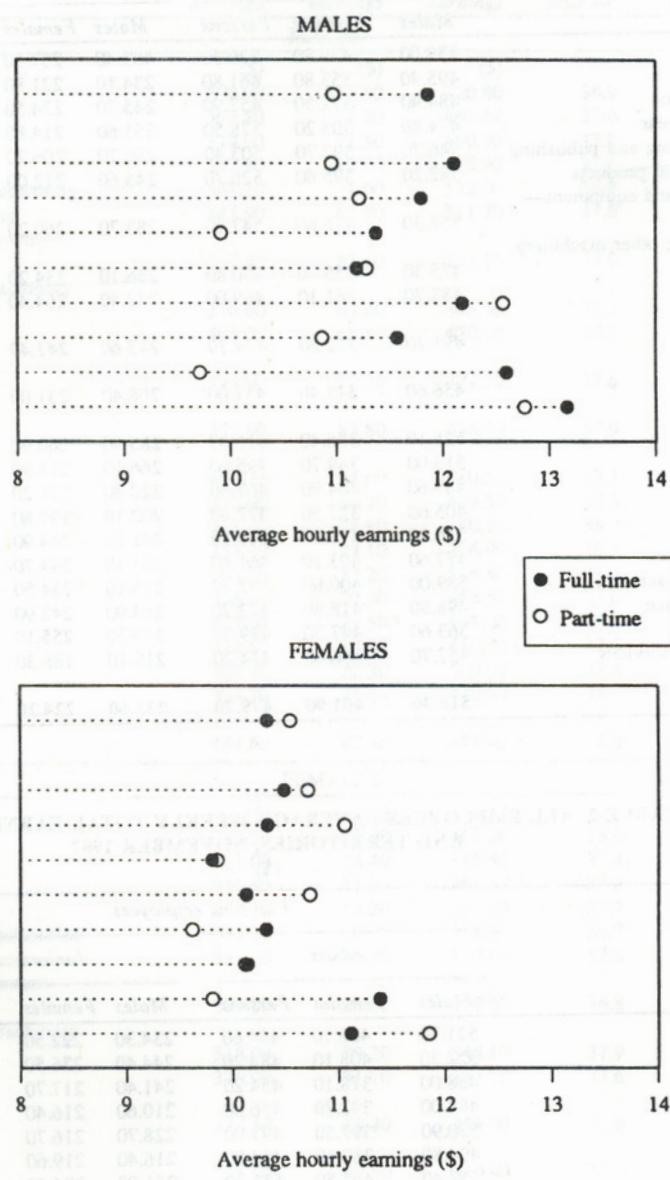
As shown in diagram 6, the level of average weekly ordinary time earnings of full-time adult female non-managerial employees is lower than for full-time adult non-managerial males in every industry. The difference is greatest in the mining industry (27.7 per cent), where the level of female employment is low, and smallest in public administration and defence (7.8 per cent).

In the year to November 1987, average weekly total earnings of full-time junior employees increased by 6.7 per cent to \$235.60 for males and by 4.5 per cent to \$224.20 for females. Average weekly total hours paid for increased by 0.3 per cent to 39.6 hours for full-time junior males and decreased by 0.3 per cent to 38.6 hours for full-time junior females.

In the same period, average weekly total earnings of part-time adult male employees increased by 4.3 per cent to \$181.00 and by 8.9 per cent to \$188.90 for part-time adult female employees. Average weekly hours paid for increased by 1.9 per cent to 16.5 hours for part-time adult males and by 2.9 per cent to 17.9 hours for part-time adult females.

**DIAGRAM 7: AVERAGE HOURLY EARNINGS OF FULL-TIME AND PART-TIME ADULT NON-MANAGERIAL EMPLOYEES, NOVEMBER 1987**

Source: Table 4 and Table 9



Average hourly earnings of part-time adult male non-managerial employees at November 1987 were less than for their full-time counterparts nationally and in most States and both Territories. Part-time adult female non-managerial employees however, were paid at a higher hourly rate than full-timers in the majority of States and in the Australian Capital Territory, although the differences between full and part-time hourly rates are less than for males.

**TABLE OF ALL EMPLOYEES (PRIVATE AND PUBLIC SECTORS)**

**TABLE 1. ALL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987**  
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	739.00	479.80	720.30	403.40	257.50	365.00	725.10	426.90	698.80
Manufacturing	495.40	353.80	461.80	234.10	221.80	231.40	468.80	318.80	428.90
Food, beverages and tobacco	484.40	372.50	457.90	245.70	224.50	240.30	459.00	309.30	415.00
Textiles; clothing and footwear	474.80	303.20	378.50	251.60	214.80	227.80	462.60	288.10	359.10
Paper, paper products, printing and publishing	546.70	392.70	503.40	236.20	206.20	224.30	505.90	333.90	449.20
Chemical, petroleum and coal products	582.20	395.40	526.70	245.60	212.00	227.20	570.80	367.80	504.90
Metal products, machinery and equipment—									
Basic metal products	558.30	416.60	547.80	283.70	260.20	281.40	542.80	382.90	529.60
Fabricated metal products; other machinery and equipment	475.30	355.70	450.80	236.10	234.20	235.90	447.30	326.10	420.40
Transport equipment	483.70	361.10	469.00	242.40	264.40	243.70	459.70	341.60	444.90
Total metal products, etc.	495.10	362.20	474.10	243.60	241.40	243.30	469.90	334.00	446.60
Other manufacturing	456.60	345.40	437.00	208.40	231.00	211.50	425.70	312.60	403.90
Electricity, gas and water	528.10	398.40	516.80	285.90	260.90	279.90	514.30	358.80	497.80
Construction	513.00	349.70	495.60	266.10	218.90	262.30	487.80	283.40	456.70
Wholesale trade	489.60	404.90	467.60	222.30	231.20	225.10	460.30	350.70	427.70
Retail trade	405.60	327.50	377.40	202.10	199.80	201.00	301.80	193.70	244.60
Transport and storage	536.00	411.30	519.50	241.80	244.90	243.10	515.40	351.60	488.50
Communication	477.60	403.10	461.60	303.10	244.70	285.40	469.70	371.70	446.40
Finance, property and business services	589.00	400.60	503.70	248.10	234.50	238.90	519.60	319.20	412.30
Public administration and defence	498.80	418.80	472.70	254.90	242.90	247.50	484.70	358.60	436.80
Community services	563.60	447.30	499.50	249.30	255.10	253.50	505.30	347.30	403.40
Recreation, personal and other services	457.70	366.60	424.20	219.10	186.30	196.70	334.70	213.50	267.00
Total all industries	516.30	401.90	479.70	235.60	224.20	230.50	470.00	306.50	401.80

**TABLE 2. ALL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987**  
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
New South Wales	521.70	406.70	484.60	234.30	222.50	229.40	475.20	314.60	408.60
Victoria	522.30	408.10	484.20	244.40	236.50	240.90	473.10	318.10	408.50
Queensland	488.00	378.10	454.20	241.40	217.70	229.60	441.10	282.30	375.90
South Australia	484.00	392.70	456.00	210.60	216.40	213.00	442.00	293.90	378.40
Western Australia	530.90	397.50	493.00	228.70	216.70	222.60	494.80	285.40	408.10
Tasmania	494.80	389.10	464.80	216.40	219.60	217.60	442.70	270.70	371.00
Northern Territory	557.40	442.80	515.20	251.00	224.40	236.70	502.50	348.40	435.30
Australia Capital Territory	589.50	433.70	528.90	264.20	218.60	236.50	535.40	347.00	448.00
Australia	516.30	401.90	479.70	235.60	224.20	230.50	470.00	306.50	401.80

TABLE 3. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
Mining	\$604.90	\$115.80	\$720.80	36.9	5.6	42.5	\$16.96
Manufacturing	392.80	74.30	467.10	37.6	4.7	42.3	11.05
Food, beverages and tobacco	379.00	71.30	450.30	37.8	4.5	42.3	10.64
Textiles; clothing and footwear	342.80	93.00	435.90	37.5	7.6	45.2	9.65
Paper, paper products, printing and publishing	461.10	71.00	532.00	36.8	3.8	40.7	13.08
Chemical, petroleum and coal products	448.90	62.80	511.70	37.8	3.6	41.4	12.35
Metal products, machinery and equipment—							
Basic metal products	447.40	83.60	531.10	37.0	4.7	41.7	12.73
Fabricated metal products; other machinery and equipment	376.00	69.40	445.40	37.7	4.5	42.2	10.55
Transport equipment	405.00	65.10	470.10	37.7	3.7	41.5	11.34
<i>Total metal products, etc.</i>	<i>399.90</i>	<i>71.30</i>	<i>471.10</i>	<i>37.6</i>	<i>4.3</i>	<i>41.9</i>	<i>11.24</i>
Other manufacturing	352.90	83.80	436.70	37.9	5.5	43.3	10.08
Electricity, gas and water	465.70	44.60	510.30	37.1	2.4	39.5	12.92
Construction	432.60	66.70	499.30	37.3	3.8	41.1	12.14
Wholesale trade	411.30	28.80	440.10	38.3	1.9	40.2	10.96
Retail trade	353.70	23.10	376.90	39.5	1.7	41.1	9.17
Transport and storage	461.20	57.20	518.40	38.4	3.7	42.1	12.31
Communication	436.60	27.90	464.50	37.0	1.5	38.5	12.08
Finance, property and business services	477.50	23.50	501.00	38.3	1.4	39.7	12.62
Public administration and defence	432.80	18.00	450.70	37.5	1.0	38.5	11.70
Community services	488.70	20.30	509.00	37.4	1.0	38.4	13.26
Recreation, personal and other services	394.70	25.80	420.50	38.5	1.7	40.2	10.47
<i>Total all industries</i>	<i>434.60</i>	<i>47.30</i>	<i>481.90</i>	<i>37.8</i>	<i>2.9</i>	<i>40.6</i>	<i>11.87</i>
FEMALES							
Mining	\$437.50	\$27.70	\$465.20	38.0	1.7	39.7	\$11.71
Manufacturing	323.00	22.40	345.40	37.4	1.7	39.1	8.82
Food, beverages and tobacco	331.40	31.90	363.40	37.2	2.4	39.6	9.17
Textiles; clothing and footwear	284.10	13.20	297.30	37.7	1.1	38.9	7.65
Paper, paper products, printing and publishing	375.80	16.70	392.40	36.7	1.1	37.9	10.36
Chemical, petroleum and coal products	351.20	*18.80	370.00	37.8	*1.2	39.0	9.49
Metal products, machinery and equipment—							
Basic metal products	383.90	25.60	409.50	36.8	1.6	38.5	10.64
Fabricated metal products; other machinery and equipment	318.90	29.20	348.10	37.9	2.3	40.2	8.65
Transport equipment	326.00	31.70	357.70	37.6	2.3	39.9	8.97
<i>Total metal products, etc.</i>	<i>326.50</i>	<i>29.40</i>	<i>355.90</i>	<i>37.8</i>	<i>2.2</i>	<i>40.0</i>	<i>8.90</i>
Other manufacturing	318.00	22.50	340.40	37.0	1.7	38.7	8.80
Electricity, gas and water	383.60	10.40	394.00	36.7	0.7	37.4	10.54
Construction	367.10	7.30	374.50	37.9	0.5	38.4	9.76
Wholesale trade	366.80	14.10	380.90	37.7	0.9	38.6	9.87
Retail trade	310.00	10.20	320.30	38.7	0.8	39.6	8.09
Transport and storage	382.80	25.10	407.90	38.0	1.7	39.7	10.27
Communication	378.10	21.80	399.80	36.7	1.4	38.1	10.50
Finance, property and business services	381.00	9.10	390.10	37.4	0.6	38.0	10.27
Public administration and defence	398.90	6.00	404.90	36.7	0.4	37.0	10.93
Community services	430.80	5.00	435.70	37.1	0.3	37.4	11.66
Recreation, personal and other services	344.50	13.40	357.90	38.2	1.0	39.1	9.15
<i>Total all industries</i>	<i>382.90</i>	<i>11.00</i>	<i>393.90</i>	<i>37.4</i>	<i>0.8</i>	<i>38.1</i>	<i>10.33</i>

(1)							
82.11	2.98	1.5	3.53	0.22	0.28	0.32	
82.11	1.04	1.1	2.17	0.22	0.24	0.26	
78.01	0.96	0.1	1.06	0.02	0.02	0.02	
88.01	2.95	4.1	3.72	0.25	0.25	0.25	
88.11	2.03	4.2	1.45	0.22	0.24	0.24	
81.11	2.99	3.1	3.22	0.22	0.22	0.22	
81.51	0.04	1.5	1.57	0.08	0.08	0.08	
75.51	2.21	2.1	3.02	0.22	0.22	0.22	
82.11	0.96	1.5	2.11	0.22	0.22	0.22	

TABLE 3. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987—continued

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
PERSONS							
	(\\$)	(\\$)	(\\$)				(\\$)
Mining	593.10	109.60	702.70	37.0	5.3	42.3	16.61
Manufacturing	375.30	61.30	436.50	37.6	3.9	41.5	10.52
Food, beverages and tobacco	367.20	61.50	428.60	37.7	4.0	41.6	10.29
Textiles; clothing and footwear	307.50	45.00	352.50	37.7	3.7	41.4	8.52
Paper, paper products, printing and publishing	435.00	54.40	489.30	36.8	3.0	39.8	12.29
Chemical, petroleum and coal products	417.10	48.40	465.50	37.8	2.8	40.6	11.45
Metal products, machinery and equipment—							
Basic metal products	442.60	79.30	521.90	37.0	4.5	41.5	12.58
Fabricated metal products; other machinery and equipment	364.10	61.00	425.00	37.8	4.1	41.8	10.17
Transport equipment	395.10	60.90	456.10	37.7	3.5	41.3	11.05
Total metal products, etc.	388.20	64.60	452.70	37.6	4.0	41.6	10.88
Other manufacturing	346.20	72.10	418.30	37.7	4.7	42.4	9.86
Electricity, gas and water	458.20	41.50	499.70	37.0	2.3	39.3	12.72
Construction	427.50	62.00	489.50	37.3	3.6	40.9	11.96
Wholesale trade	398.80	24.70	423.50	38.1	1.6	39.7	10.66
Retail trade	336.00	17.90	353.90	39.2	1.3	40.5	8.74
Transport and storage	451.00	53.00	504.00	38.4	3.4	41.8	12.06
Communication	423.70	26.60	450.30	36.9	1.5	38.4	11.73
Finance, property and business services	425.70	15.80	441.50	37.8	1.0	38.8	11.39
Public administration and defence	421.10	13.80	434.90	37.2	0.8	38.0	11.44
Community services	454.70	11.30	466.00	37.2	0.6	37.8	12.33
Recreation, personal and other services	374.40	20.70	395.10	38.4	1.4	39.7	9.94
Total all industries	416.80	34.80	451.60	37.6	2.1	39.8	11.36

TABLE 4. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
	(\\$)	(\\$)	(\\$)				(\\$)
New South Wales	436.40	53.00	489.30	37.4	3.1	40.4	12.11
Victoria	435.30	48.90	484.10	37.9	3.1	41.0	11.80
Queensland	422.30	35.90	458.10	38.2	2.1	40.3	11.38
South Australia	416.50	32.70	449.20	38.0	2.1	40.1	11.20
Western Australia	451.70	53.30	505.00	38.2	3.3	41.4	12.19
Tasmania	424.80	40.10	464.80	37.8	2.3	40.1	11.58
Northern Territory	464.80	55.20	520.00	38.2	3.1	41.3	12.60
Australian Capital Territory	478.10	39.70	517.90	37.1	2.2	39.3	13.17
Australia	434.60	47.30	481.90	37.8	2.9	40.6	11.87
FEMALES							
	(\\$)	(\\$)	(\\$)				(\\$)
New South Wales	382.80	12.90	395.60	36.9	0.8	37.7	10.49
Victoria	385.00	12.90	398.00	37.6	0.9	38.5	10.33
Queensland	369.60	6.80	376.40	37.9	0.4	38.4	9.81
South Australia	380.30	8.10	388.40	37.8	0.6	38.4	10.13
Western Australia	387.60	8.10	395.80	37.8	0.6	38.3	10.32
Tasmania	378.60	6.80	385.30	37.5	0.5	38.0	10.14
Northern Territory	422.20	10.60	432.70	37.3	0.7	38.0	11.39
Australian Capital Territory	407.50	9.00	416.50	36.9	0.6	37.4	11.12
Australia	382.90	11.00	393.90	37.4	0.8	38.1	10.33
PERSONS							
	(\\$)	(\\$)	(\\$)				(\\$)
New South Wales	418.00	39.30	457.30	37.2	2.3	39.5	11.58
Victoria	416.90	35.70	452.50	37.8	2.3	40.1	11.29
Queensland	404.70	26.20	431.00	38.1	1.6	39.6	10.87
South Australia	404.80	24.80	429.50	37.9	1.6	39.5	10.86
Western Australia	432.50	39.80	472.30	38.1	2.4	40.5	11.66
Tasmania	410.60	29.80	440.40	37.7	1.8	39.5	11.15
Northern Territory	448.10	37.70	485.70	37.8	2.1	40.0	12.15
Australian Capital Territory	446.20	25.90	472.10	37.0	1.5	38.5	12.27
Australia	416.80	34.80	451.60	37.6	2.1	39.8	11.36

TABLE 5. FULL-TIME JUNIOR EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,  
HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987

Industry	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)
Mining	403.40	39.0	10.36	257.50	37.9	6.79	365.00	38.7	9.43
Manufacturing	234.10	39.9	5.87	221.80	38.7	5.72	231.40	39.6	5.84
Food, beverages and tobacco	245.70	40.1	6.13	224.50	38.1	5.89	240.30	39.6	6.07
Textiles; clothing and footwear	251.60	40.6	6.20	214.80	39.0	5.51	227.80	39.6	5.76
Paper, paper products, printing and publishing	236.20	38.8	6.09	206.20	38.1	5.42	224.30	38.5	5.82
Chemical, petroleum and coal products	245.60	38.3	6.41	212.00	37.4	5.66	227.20	37.9	6.00
Metal products, machinery and equipment—									
Basic metal products	283.70	38.2	7.43	260.20	37.6	6.92	281.40	38.1	7.38
Fabricated metal products; other machinery and equipment	236.10	40.7	5.80	234.20	39.2	5.97	235.90	40.5	5.82
Transport equipment	242.40	39.7	6.11	264.40	39.7	6.66	243.70	39.7	6.14
<i>Total metal products, etc.</i>	<i>243.60</i>	<i>40.1</i>	<i>6.07</i>	<i>241.40</i>	<i>39.1</i>	<i>6.17</i>	<i>243.30</i>	<i>40.0</i>	<i>6.08</i>
Other manufacturing	208.40	39.6	5.26	231.00	39.8	5.81	211.50	39.6	5.34
Electricity, gas and water	285.90	37.9	7.55	260.90	36.9	7.07	279.90	37.6	7.43
Construction	266.10	39.6	6.72	218.90	38.8	5.64	262.30	39.5	6.63
Wholesale trade	222.30	39.2	5.67	231.20	39.0	5.93	225.10	39.2	5.75
Retail trade	202.10	40.8	4.95	199.80	39.0	5.13	201.00	40.0	5.03
Transport and storage	241.80	38.2	6.34	244.90	39.4	6.22	243.10	38.6	6.29
Communication	303.10	36.8	8.25	244.70	36.8	6.64	285.40	36.8	7.76
Finance, property and business services	248.10	38.7	6.40	234.50	38.4	6.11	238.90	38.5	6.21
Public administration and defence	254.90	38.1	6.70	242.90	37.1	6.54	247.50	37.5	6.60
Community services	249.30	38.1	6.54	255.10	38.2	6.68	253.50	38.1	6.65
Recreation, personal and other services	219.10	40.2	5.45	186.30	39.6	4.71	196.70	39.8	4.94
<b>Total all industries</b>	<b>235.60</b>	<b>39.6</b>	<b>5.94</b>	<b>224.20</b>	<b>38.6</b>	<b>5.81</b>	<b>230.50</b>	<b>39.2</b>	<b>5.88</b>

TABLE 6. FULL-TIME JUNIOR EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,  
HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)	(\\$)
New South Wales	234.30	39.3	5.97	222.50	38.2	5.82	229.40	38.8	5.91
Victoria	244.40	39.8	6.13	236.50	38.7	6.11	240.90	39.3	6.12
Queensland	241.40	40.4	5.98	217.70	39.1	5.57	229.60	39.7	5.78
South Australia	210.60	38.9	5.41	216.40	38.7	5.60	213.00	38.8	5.49
Western Australia	228.70	40.0	5.72	216.70	38.8	5.59	222.60	39.4	5.65
Tasmania	216.40	39.2	5.53	219.60	38.4	5.71	217.60	38.9	5.60
Northern Territory	251.00	39.7	6.32	224.40	39.1	5.74	236.70	39.4	6.01
Australian Capital Territory	264.20	40.4	6.54	218.60	37.0	5.90	236.50	38.4	6.17
<b>Australia</b>	<b>235.60</b>	<b>39.6</b>	<b>5.94</b>	<b>224.20</b>	<b>38.6</b>	<b>5.81</b>	<b>230.50</b>	<b>39.2</b>	<b>5.88</b>

TABLE 7. FULL-TIME ADULT MANAGERIAL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,  
INDUSTRIES, AUSTRALIA, NOVEMBER 1987

Industry		Males	Females	Persons
	(\\$)			
Mining		908.30	584.00	879.30
Manufacturing		657.80	447.80	627.20
Food, beverages and tobacco		682.60	469.40	649.60
Textiles; clothing and footwear		647.00	460.40	609.50
Paper, paper products, printing and publishing		610.70	395.90	578.60
Chemical, petroleum and coal products		779.50	531.80	729.50
Metal products, machinery and equipment—				
Basic metal products		836.60	515.30	818.40
Fabricated metal products; other machinery and equipment		636.90	406.40	596.00
Transport equipment		675.00	519.50	668.40
Total metal products, etc.		674.60	417.40	638.30
Other manufacturing		567.60	420.00	555.80
Electricity, gas and water		823.20	667.10	819.10
Construction		570.30	315.80	517.50
Wholesale trade		656.80	547.30	636.90
Retail trade		462.00	356.70	435.80
Transport and storage		702.10	437.60	661.80
Communication		759.60	644.90	751.00
Finance, property and business services		760.30	533.00	725.70
Public administration and defence		848.80	758.60	836.60
Community services		814.90	652.80	771.20
Recreation, personal and other services		548.80	410.90	514.60
Total all industries		675.30	491.20	640.30

TABLE 8. FULL-TIME ADULT MANAGERIAL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1987

State or Territory		Males	Females	Persons
	(\\$)			
New South Wales		683.30	508.30	647.90
Victoria		698.60	523.40	666.30
Queensland		619.40	406.20	580.80
South Australia		635.60	461.20	605.50
Western Australia		658.60	426.20	609.50
Tasmania		668.70	501.30	653.60
Northern Territory		712.80	543.20	670.80
Australian Capital Territory		756.30	625.40	733.80
Australia		675.30	491.20	640.30

TABLE 9. PART-TIME ADULT EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,  
HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Average weekly total earnings (\$)			Average weekly total hours paid for			Average hourly earnings (\$)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	178.40	193.20	189.60	16.3	18.0	17.6	10.96	10.71	10.77
Victoria	175.90	190.40	186.90	15.7	17.2	16.8	11.22	11.06	11.10
Queensland	179.50	177.60	178.00	18.1	18.0	18.0	9.92	9.86	9.87
South Australia	211.90	202.30	203.90	18.8	18.9	18.8	11.29	10.73	10.82
Western Australia	179.90	174.90	175.70	14.3	18.2	17.6	12.57	9.62	9.97
Tasmania	195.00	178.30	181.20	17.9	17.6	17.7	10.87	10.12	10.25
Northern Territory	197.50	185.20	189.20	20.3	18.9	19.3	9.72	9.81	9.78
Australian Capital Territory	179.60	199.70	194.70	14.1	16.9	16.2	12.77	11.85	12.05
Australia	181.00	188.90	187.10	16.5	17.9	17.6	10.98	10.55	10.64

**TABLES OF EMPLOYEES IN THE PRIVATE SECTOR**

**TABLE 10. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES,  
AUSTRALIA, NOVEMBER 1987  
(\$)**

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	741.90	480.20	721.80	406.00	256.20	362.90	728.00	427.60	700.00
Manufacturing	497.70	353.10	462.50	233.50	221.50	230.80	470.60	318.00	429.00
Food, beverages and tobacco	485.20	372.70	458.20	245.80	224.40	240.20	461.00	309.60	415.90
Textiles; clothing and footwear	474.90	302.90	378.80	251.70	214.80	227.90	462.70	287.70	359.20
Paper, paper products, printing and publishing	547.60	392.00	503.90	236.20	205.20	223.90	505.80	332.10	448.20
Chemical, petroleum and coal products	586.00	396.60	530.40	264.20	214.20	232.80	575.40	367.80	508.30
Metal products, machinery and equipment—									
Basic metal products	558.00	416.10	547.60	283.70	260.40	281.40	542.60	382.50	529.50
Fabricated metal products; other machinery and equipment	476.30	355.40	451.30	236.20	234.00	235.90	448.00	325.40	420.50
Transport equipment	498.40	357.50	476.90	238.80	264.20	240.50	470.20	338.70	449.40
Total metal products, etc.	500.00	361.30	476.80	243.10	240.70	242.80	473.70	332.90	448.10
Other manufacturing	457.10	345.40	437.40	208.20	230.90	211.30	425.90	312.70	404.00
Electricity, gas and water	525.90	359.60	502.20	274.50	268.70	272.80	508.60	320.90	476.10
Construction	518.80	343.20	499.80	264.00	208.20	260.60	490.10	273.90	455.70
Wholesale trade	489.40	405.00	467.50	222.30	231.00	225.00	460.00	350.50	427.50
Retail trade	405.60	327.60	377.50	202.10	199.80	201.00	301.70	193.60	244.50
Transport and storage; communication	554.10	393.50	526.50	238.20	247.10	243.20	516.20	319.90	472.70
Finance, property and business services	606.50	407.50	516.00	250.00	232.50	238.10	529.00	322.10	418.00
Public administration and defence									
Community services	559.10	414.20	465.10	226.30	226.60	226.50	477.90	298.60	341.40
Recreation, personal and other services	447.80	357.40	414.40	217.20	184.30	194.60	320.30	206.90	256.30
Total all industries	512.30	377.60	470.80	229.90	215.70	223.80	456.00	277.50	381.30

**TABLE 11. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1987  
(\$)**

State or Territory	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
New South Wales	521.30	390.60	480.30	230.70	217.90	225.60	463.30	290.40	391.00
Victoria	523.00	382.60	476.80	237.90	225.20	232.50	461.10	289.70	390.50
Queensland	481.30	345.70	440.20	235.90	208.90	223.10	422.80	249.00	348.30
South Australia	469.40	360.20	438.50	203.00	205.00	203.80	421.10	261.80	353.50
Western Australia	533.40	375.70	492.20	220.10	207.90	213.90	489.80	259.20	395.40
Tasmania	482.70	346.00	448.40	210.20	206.20	208.90	419.90	232.30	342.60
Northern Territory	535.30	387.80	495.60	248.80	214.90	230.50	462.00	269.50	385.10
Australian Capital Territory	548.20	387.00	495.00	268.40	206.20	228.70	445.50	245.50	348.40
Australia	512.30	377.60	470.80	229.90	215.70	223.80	456.00	277.50	381.30

TABLE 12. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
Mining	602.20	120.20	722.30	37.1	5.8	42.9	16.83
Manufacturing	391.40	77.10	468.50	37.6	4.9	42.4	11.04
Food, beverages and tobacco	379.00	71.50	450.50	37.8	4.5	42.4	10.64
Textiles; clothing and footwear	342.60	93.40	436.00	37.5	7.7	45.2	9.65
Paper, paper products, printing and publishing	462.40	70.90	533.20	36.8	3.9	40.6	13.12
Chemical, petroleum and coal products	449.00	64.50	513.60	37.9	3.7	41.6	12.35
Metal products, machinery and equipment—							
Basic metal products	447.50	83.70	531.30	37.0	4.7	41.7	12.73
Fabricated metal products; other machinery and equipment	374.90	70.90	445.80	37.7	4.6	42.3	10.53
Transport equipment	400.30	82.40	482.80	37.2	4.7	42.0	11.50
Total metal products, etc.	398.20	76.60	474.80	37.4	4.7	42.1	11.27
Other manufacturing	352.60	84.50	437.10	37.9	5.5	43.4	10.08
Electricity, gas and water	451.80	52.40	504.30	37.9	3.0	40.8	12.35
Construction	430.30	78.80	509.10	37.4	4.5	41.9	12.16
Wholesale trade	411.30	28.80	440.10	38.3	1.9	40.2	10.96
Retail trade	353.70	23.10	376.90	39.5	1.7	41.1	9.16
Transport and storage; communication	463.30	70.00	533.30	39.2	4.7	44.0	12.13
Finance, property and business services	487.60	25.50	513.10	38.3	1.6	39.9	12.86
Public administration and defence	—	—	—	—	—	—	—
Community services	416.60	*19.80	436.30	37.1	*1.0	38.2	11.44
Recreation, personal and other services	381.00	26.00	407.00	38.7	1.7	40.4	10.07
Total all industries	416.60	59.30	475.90	38.0	3.7	41.6	11.43
FEMALES							
Mining	437.10	28.30	465.30	38.1	1.7	39.8	11.68
Manufacturing	322.50	22.20	344.60	37.4	1.7	39.1	8.81
Food, beverages and tobacco	331.70	31.80	363.50	37.2	2.4	39.6	9.17
Textiles; clothing and footwear	283.90	13.00	296.90	37.7	1.1	38.8	7.64
Paper, paper products, printing and publishing	376.70	15.10	391.80	36.7	1.0	37.8	10.38
Chemical, petroleum and coal products	351.40	*18.10	369.60	37.9	*1.1	39.0	9.48
Metal products, machinery and equipment—							
Basic metal products	383.70	25.50	409.20	36.8	1.6	38.5	10.64
Fabricated metal products; other machinery and equipment	318.20	29.40	347.60	37.9	2.3	40.2	8.64
Transport equipment	322.00	32.00	354.00	37.6	2.3	39.9	8.88
Total metal products, etc.	325.20	29.60	354.80	37.7	2.3	40.0	8.87
Other manufacturing	317.90	22.60	340.40	37.0	1.7	38.7	8.80
Electricity, gas and water	320.70	35.50	356.20	37.6	2.9	40.5	8.79
Construction	364.70	*9.20	373.90	38.4	*0.7	39.1	9.57
Wholesale trade	366.80	14.10	380.90	37.7	0.9	38.6	9.87
Retail trade	310.10	10.30	320.40	38.7	0.8	39.6	8.09
Transport and storage; communication	368.80	*21.90	390.70	38.8	1.4	40.2	9.72
Finance, property and business services	385.80	10.30	396.10	37.5	0.6	38.1	10.39
Public administration and defence	—	—	—	—	—	—	—
Community services	393.20	4.10	397.30	37.3	0.3	37.5	10.59
Recreation, personal and other services	334.40	13.20	347.70	38.3	1.0	39.3	8.85
Total all industries	354.20	13.60	367.80	37.7	1.0	38.7	9.51

TABLE 12. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987—continued

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
PERSONS							
Mining	589.80	113.30	703.10	37.2	5.5	42.7	16.47
Manufacturing	373.50	62.90	436.40	37.5	4.0	41.6	10.50
Food, beverages and tobacco	367.00	61.40	428.40	37.7	4.0	41.7	10.28
Textiles; clothing and footwear	307.40	45.20	352.60	37.6	3.7	41.4	8.52
Paper, paper products, printing and publishing	436.00	53.80	489.80	36.8	3.0	39.7	12.32
Chemical, petroleum and coal products	417.50	49.60	467.10	37.9	2.9	40.7	11.47
Metal products, machinery and equipment—							
Basic metal products	442.80	79.40	522.10	37.0	4.5	41.5	12.58
Fabricated metal products; other machinery and equipment	362.80	62.10	425.00	37.8	4.1	41.9	10.14
Transport equipment	387.80	74.40	462.10	37.3	4.4	41.7	11.09
Total metal products, etc.	385.70	68.60	454.30	37.5	4.3	41.8	10.88
Other manufacturing	345.90	72.60	418.50	37.7	4.8	42.5	9.85
Electricity, gas and water	431.60	49.80	481.40	37.8	2.9	40.8	11.81
Construction	425.70	73.90	499.60	37.4	4.2	41.7	11.99
Wholesale trade	398.80	24.70	423.60	38.1	1.6	39.7	10.66
Retail trade	336.00	17.90	353.90	39.2	1.3	40.5	8.74
Transport and storage; communication	447.50	61.90	509.40	39.1	4.2	43.3	11.76
Finance, property and business services	431.70	17.10	448.80	37.9	1.1	38.9	11.53
Public administration and defence							
Community services	399.90	*8.60	408.50	37.2	*0.5	37.7	10.84
Recreation, personal and other services	361.80	20.70	382.50	38.6	1.4	39.9	9.58
Total all industries	395.70	44.00	439.80	37.9	2.8	40.6	10.82

TABLE 13. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
New South Wales	416.40	64.70	481.10	37.7	3.8	41.5	11.60
Victoria	417.30	60.00	477.30	37.9	4.0	41.9	11.40
Queensland	409.10	45.50	454.60	38.5	2.8	41.2	11.02
South Australia	390.00	41.80	431.80	38.3	2.8	41.1	10.50
Western Australia	444.30	68.30	512.60	38.2	4.2	42.4	12.08
Tasmania	401.70	56.10	457.80	38.1	3.3	41.4	11.06
Northern Territory	428.70	78.20	506.80	38.8	4.6	43.4	11.69
Australian Capital Territory	442.40	63.10	505.50	37.9	3.5	41.5	12.19
Australia	416.60	59.30	475.90	38.0	3.7	41.6	11.43
FEMALES							
New South Wales	362.60	15.00	377.60	37.3	1.0	38.4	9.84
Victoria	353.80	15.90	369.80	37.6	1.2	38.8	9.53
Queensland	334.40	7.80	342.20	38.7	0.6	39.2	8.72
South Australia	340.90	11.30	352.20	38.0	0.9	38.9	9.05
Western Australia	364.50	10.70	375.10	37.7	0.7	38.5	9.76
Tasmania	335.00	8.10	343.00	38.2	0.6	38.8	8.83
Northern Territory	357.40	16.50	374.00	38.4	1.3	39.7	9.43
Australian Capital Territory	353.80	*12.70	366.60	37.7	*1.0	38.7	9.48
Australia	354.20	13.60	367.80	37.7	1.0	38.7	9.51
PERSONS							
New South Wales	398.10	47.80	445.90	37.6	2.9	40.4	11.03
Victoria	394.30	44.00	438.30	37.8	3.0	40.8	10.76
Queensland	384.60	33.20	417.80	38.5	2.0	40.6	10.29
South Australia	374.80	32.40	407.20	38.2	2.2	40.4	10.07
Western Australia	422.70	52.70	475.40	38.1	3.3	41.4	11.50
Tasmania	383.20	42.80	426.00	38.1	2.6	40.7	10.47
Northern Territory	409.30	61.40	470.70	38.7	3.7	42.3	11.11
Australian Capital Territory	408.50	43.90	452.40	37.8	2.6	40.4	11.20
Australia	395.70	44.00	439.80	37.9	2.8	40.6	10.82

TABLE 14. FULL-TIME JUNIOR EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987

Industry	Males			Females			Persons		
	Average weekly total earnings	Average total hours paid for	Average hourly earnings	Average weekly total earnings	Average total hours paid for	Average hourly earnings	Average weekly total earnings	Average total hours paid for	Average hourly earnings
Mining	406.00	39.2	10.36	256.20	37.9	6.76	362.90	38.8	9.35
Manufacturing	233.50	39.9	5.85	221.50	38.8	5.71	230.80	39.7	5.82
Food, beverages and tobacco	245.80	40.1	6.13	224.40	38.1	5.89	240.20	39.6	6.06
Textiles; clothing and footwear	251.70	40.6	6.20	214.80	39.0	5.51	227.90	39.6	5.76
Paper, paper products, printing and publishing	236.20	38.8	6.08	205.20	38.1	5.39	223.90	38.5	5.81
Chemical, petroleum and coal products	264.20	38.8	6.82	214.20	37.5	5.72	232.80	38.0	6.13
Metal products, machinery and equipment—									
Basic metal products	283.70	38.2	7.43	260.40	37.6	6.93	281.40	38.1	7.38
Fabricated metal products; other machinery and equipment	236.20	40.8	5.79	234.00	39.2	5.96	235.90	40.6	5.81
Transport equipment	238.80	39.9	5.99	264.20	40.1	6.59	240.50	39.9	6.03
Total metal products, etc.	243.10	40.3	6.04	240.70	39.1	6.15	242.80	40.1	6.05
Other manufacturing	208.20	39.6	5.25	230.90	39.8	5.80	211.30	39.6	5.33
Electricity, gas and water	274.50	38.5	7.13	268.70	38.6	6.97	272.80	38.5	7.08
Construction	264.00	39.7	6.64	208.20	39.9	5.22	260.60	39.8	6.55
Wholesale trade	222.30	39.2	5.67	231.00	39.0	5.92	225.00	39.2	5.75
Retail trade	202.10	40.8	4.95	199.80	39.0	5.13	201.00	40.0	5.03
Transport and storage; communication	238.20	38.4	6.19	247.10	39.9	6.19	243.20	39.3	6.19
Finance, property and business services	250.00	38.7	6.46	232.50	38.2	6.08	238.10	38.4	6.21
Public administration and defence	—	—	—	—	—	—	—	—	—
Community services	226.30	38.2	5.92	226.60	38.5	5.88	226.50	38.5	5.89
Recreation, personal and other services	217.20	40.3	5.39	184.30	39.6	4.65	194.60	39.8	4.88
Total all industries	229.90	39.9	5.76	215.70	38.8	5.56	223.80	39.4	5.68

TABLE 15. FULL-TIME JUNIOR EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average total hours paid for	Average hourly earnings	Average weekly total earnings	Average total hours paid for	Average hourly earnings	Average weekly total earnings	Average total hours paid for	Average hourly earnings
New South Wales	230.70	39.6	5.83	217.90	38.4	5.67	225.60	39.1	5.77
Victoria	237.90	40.1	5.92	225.20	38.9	5.79	232.50	39.6	5.87
Queensland	235.90	40.6	5.80	208.90	39.4	5.30	223.10	40.1	5.57
South Australia	203.00	39.0	5.21	205.00	38.9	5.26	203.80	39.0	5.23
Western Australia	220.10	40.4	5.45	207.90	38.8	5.36	213.90	39.6	5.41
Tasmania	210.20	39.3	5.34	206.20	38.8	5.32	208.90	39.1	5.34
Northern Territory	248.80	40.4	6.16	214.90	39.6	5.43	230.50	39.9	5.77
Australian Capital Territory	268.40	41.9	6.41	206.20	36.5	5.64	228.70	38.5	5.94
Australia	229.90	39.9	5.76	215.70	38.8	5.56	223.80	39.4	5.68

TABLE 16. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR :  
AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1987  
(\$)

<i>Industry</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Mining	910.10	582.70	880.00
Manufacturing	657.10	447.30	626.20
Food, beverages and tobacco	682.40	469.50	649.20
Textiles; clothing and footwear	646.70	460.40	609.10
Paper, paper products, printing and publishing	607.80	394.20	575.70
Chemical, petroleum and coal products	778.70	531.20	728.40
Metal products, machinery and equipment—			
Basic metal products	833.60	512.50	815.50
Fabricated metal products; other machinery and equipment	636.30	406.40	595.50
Transport equipment	685.80	515.40	677.60
<i>Total metal products, etc.</i>	<i>675.00</i>	<i>416.80</i>	<i>637.60</i>
Other manufacturing	567.40	420.10	555.60
Electricity, gas and water	689.70	480.40	681.90
Construction	553.00	314.10	500.50
Wholesale trade	655.80	547.00	636.00
Retail trade	462.00	356.60	435.80
Transport and storage; communication	670.20	406.80	619.80
Finance, property and business services	762.90	529.90	725.50
Public administration and defence	—	—	—
Community services	821.10	600.40	749.40
Recreation, personal and other services	536.40	402.00	502.70
<b>Total all industries</b>	<b>642.30</b>	<b>450.50</b>	<b>604.40</b>

TABLE 17. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR :  
AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987  
(\$)

<i>State or Territory</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	660.60	481.10	624.00
Victoria	674.80	485.80	639.00
Queensland	574.40	369.30	533.00
South Australia	597.70	416.80	565.70
Western Australia	617.00	378.70	564.40
Tasmania	601.60	396.30	581.80
Northern Territory	631.60	438.00	581.40
Australian Capital Territory	627.30	478.00	596.70
<b>Australia</b>	<b>642.30</b>	<b>450.50</b>	<b>604.40</b>

### TABLES OF EMPLOYEES IN THE PUBLIC SECTOR

TABLE 18. ALL EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY TOTAL EARNINGS,  
STATES AND TERRITORIES, NOVEMBER 1987  
(\$)

<i>State or Territory</i>	<i>Full-time employees</i>						<i>All employees</i>		
	<i>Adults</i>			<i>Juniors</i>			<i>Males</i>	<i>Females</i>	<i>Persons</i>
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	525.20	432.70	494.10	255.40	240.50	248.00	497.40	367.40	445.60
Victoria	529.00	454.20	502.30	276.90	277.90	277.40	506.30	377.30	450.00
Queensland	494.50	426.60	472.70	268.40	246.10	255.50	468.20	356.10	425.70
South Australia	501.30	438.10	480.60	255.10	257.40	256.30	480.10	354.00	426.00
Western Australia	525.90	434.60	495.30	264.30	248.40	255.70	502.50	341.30	433.40
Tasmania	511.10	431.20	485.50	259.60	255.90	257.50	482.10	329.10	416.90
Northern Territory	582.60	474.70	532.70	257.60	253.30	255.30	563.30	437.30	502.10
Australian Capital Territory	610.20	453.70	545.70	256.40	253.70	255.00	592.90	419.60	515.20
<b>Australia</b>	<b>523.80</b>	<b>440.70</b>	<b>495.30</b>	<b>264.80</b>	<b>254.80</b>	<b>259.60</b>	<b>498.90</b>	<b>367.30</b>	<b>444.30</b>

TABLE 19. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PUBLIC SECTOR: AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
	MALES						
New South Wales	468.60	34.10	502.60	36.9	1.9	38.7	12.97
Victoria	466.00	29.90	495.90	37.8	1.7	39.5	12.54
Queensland	440.10	22.90	463.00	37.7	1.2	39.0	11.88
South Australia	451.90	20.60	472.60	37.6	1.2	38.8	12.19
Western Australia	465.90	24.50	490.40	38.1	1.4	39.5	12.40
Tasmania	453.50	20.10	473.60	37.5	1.1	38.6	12.27
Northern Territory	505.40	29.40	534.70	37.5	1.5	38.9	13.74
Australian Capital Territory	493.20	29.90	523.10	36.8	1.6	38.4	13.61
Australia	462.50	28.70	491.20	37.4	1.6	39.0	12.58
FEMALES							
New South Wales	414.50	9.40	424.00	36.2	0.5	36.7	11.55
Victoria	435.80	8.00	443.80	37.5	0.5	38.1	11.66
Queensland	414.60	5.50	420.10	36.9	0.3	37.2	11.28
South Australia	425.70	4.40	430.00	37.4	0.3	37.7	11.40
Western Australia	418.30	4.80	423.10	37.9	0.3	38.2	11.08
Tasmania	418.60	5.60	424.10	36.9	0.3	37.2	11.39
Northern Territory	450.70	7.90	458.60	36.8	0.4	37.2	12.31
Australian Capital Territory	422.80	8.00	430.80	36.6	0.5	37.1	11.61
Australia	422.60	7.50	430.10	37.0	0.4	37.4	11.50
PERSONS							
New South Wales	449.90	25.60	475.50	36.6	1.4	38.0	12.50
Victoria	454.70	21.70	476.40	37.7	1.3	39.0	12.22
Queensland	431.40	17.00	448.40	37.5	0.9	38.4	11.68
South Australia	442.90	15.10	458.00	37.5	0.9	38.4	11.93
Western Australia	449.20	17.60	466.80	38.0	1.0	39.1	11.95
Tasmania	441.60	15.20	456.70	37.3	0.8	38.1	11.98
Northern Territory	478.70	18.90	497.60	37.2	0.9	38.1	13.06
Australian Capital Territory	459.70	19.50	479.20	36.7	1.1	37.8	12.68
Australia	448.20	21.10	469.30	37.3	1.2	38.4	12.21

TABLE 20. FULL-TIME JUNIOR EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
New South Wales	255.40	37.5	6.81	240.50	37.5	6.42	248.00	37.5	6.62
Victoria	276.90	38.3	7.22	277.90	38.1	7.29	277.40	38.2	7.26
Queensland	268.40	39.0	6.89	246.10	38.0	6.47	255.50	38.4	6.65
South Australia	255.10	38.5	6.62	257.40	37.6	6.84	256.30	38.0	6.74
Western Australia	264.30	38.6	6.85	248.40	38.8	6.41	255.70	38.7	6.61
Tasmania	259.60	37.8	6.86	255.90	37.5	6.82	257.50	37.7	6.84
Northern Territory	257.60	37.9	6.81	253.30	37.7	6.72	255.30	37.8	6.76
Australian Capital Territory	256.40	37.7	6.81	253.70	38.4	6.60	255.00	38.1	6.70
Australia	264.80	38.2	6.94	254.80	37.9	6.72	259.60	38.0	6.82

TABLE 21. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1987

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly total hours paid for	Average hourly earnings
New South Wales	822.90			686.00			796.40		
Victoria	798.50			709.50			783.80		
Queensland	773.80			689.80			765.30		
South Australia	778.70			659.30			760.30		
Western Australia	827.30			691.40			804.10		
Tasmania	807.80			780.80			805.80		
Northern Territory	879.40			809.30			863.90		
Australian Capital Territory	830.10			747.10			817.50		
Australia	806.50			702.20			789.90		

## APPENDIX A : GLOSSARY

### **Earnings**

1. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments not related to the reference period.
2. *Weekly overtime earnings* refers to payment for hours in excess of award, standard or agreed hours of work.
3. *Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.
4. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average persons'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

### **Employees**

5. *Employees* refers to all wage and salary earners (as defined in paragraphs 4 and 5 of the Explanatory Notes) who received pay for any part of the reference period.
6. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per

week. *Part-time employees* are those who are not *full-time employees* as defined.

7. *Adult employees* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are those employees who are not adults as defined.
8. *Managerial employees* are adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are all those employees who are not *managerial employees* as defined.

### **Hours**

9. *Ordinary time hours paid for* refers to employees' award, standard or agreed hours of work. It includes stand-by and reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.
10. *Overtime hours paid for* refers to employees' hours in excess of award, standard or agreed hours of work.
11. *Weekly total hours paid for* refers to the hours for which payment was made to employees. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

### **Other**

12. *Reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter. The reference date for the current survey is 20 November 1987.
13. *Sector*. Public sector includes local government authorities and all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employers are classified as private sector.

## APPENDIX B : EXPLANATORY NOTES

### Introduction

1. This publication contains estimates of average weekly earnings and hours for the week ending 20 November 1987 based on information obtained from a sample survey of employers.
2. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.
3. Preliminary estimates of average weekly earnings for full-time adult employees, classified by industry, for November 1987 were provided in *Average Weekly Earnings, States and Australia, November 1987* (6302.0) published on 31 March 1988.

### Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:
  - members of the Australian permanent defence forces;
  - employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
  - employees in private households employing staff;
  - employees of overseas embassies, consulates, etc.;
  - employees based outside Australia; and
  - employees on workers' compensation who are not paid through the payroll.
5. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:
  - directors who are not paid a salary;
  - proprietors/partners of unincorporated businesses; and
  - self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

6. A sample of approximately 3,600 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified

to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private, industry and size of employment and an equal probability sample is selected from each stratum.

### Industry classification

7. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0). The following table shows details of the ASIC industries used in the survey.

		ASIC code
	Sub-Division	Division Title
B		Mining
C		Manufacturing—
	21	Food, beverages and tobacco
	23,24	Textiles; clothing and footwear
	26	Paper, paper products, printing and publishing
	27	Chemical, petroleum and coal products
	29	Basic metal products
	31,33	Fabricated metal products; other machinery and equipment
	32	Transport equipment
	25,28,34	Other manufacturing(a)
D		Electricity, gas and water
E		Construction
F	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(b)
K		Community services
L		Recreation, personal and other services(c)
		Total

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

### Comparability of results

8. When comparisons are made between period-to-period movements in average weekly ordinary time earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI), it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In

particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation-wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and overaward pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force. However, ARPI is not, because it is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee Earnings and Hours and subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope and definitions used in ARPI is published in *Award Rates of Pay Indexes, Australia* (6312.0).

9. It is also important to recognise that whilst average employee earnings can be derived from the Survey of Employment and Earnings (SEE) published in *Employed Wage and Salary Earners, Australia* (6248.0), these average earnings will not be comparable with those produced from the Survey of Average Weekly Earnings (AWE). In the AWE survey, information is obtained relating to a specified pay period, the last pay period ending on or before the third Friday of the middle month of the calendar quarter. The SEE collects the sum of employee earnings paid in all pay periods ending in a calendar quarter including payments to employees which are excluded from the scope of the AWE survey such as retrospective pay, pay in advance, leave loadings and severance, termination and redundancy payments. Whilst the quarterly earnings produced by the SEE are affected by the varying number of pay periods from quarter to quarter the AWE results are unaffected because of the selection of a specified pay period in the middle of a quarter. The SEE earnings data are also more subject to seasonal variations, particularly in the December and March quarters, due to the incidence of holidays taken in January being paid in advance and the earnings being reported in December quarter figures.

#### **Historical series**

10. The current series was introduced in August 1981 when it replaced the average weekly earnings series based principally on information from payroll tax returns. In November each year more detailed dissections of earnings and information on hours paid for are collected in the survey. This information is similar to that collected in the Survey of Earnings and Hours introduced in September 1960 and conducted in October each year from 1961 to 1980. However, significant differences, particularly in the coverage of the sample framework, exist between the October surveys series and the new average weekly earnings series (see paragraph 2).

11. When comparing the estimates in this publication with those of October 1981 and November 1982 to 1986, it is important to keep in mind the stages of development

of the sample survey on which these figures are based (see paragraph 2). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with figures produced from a new sample which represented the final stage of development of the survey. More details of this adjustment can be found in the Explanatory Notes of *Average Earnings and Hours of employees, Australia, November 1983* (6304.0) published on 12 October 1984.

#### **Reliability of estimates**

12. For information on the reliability of estimates see the Technical Note (Appendix C).

#### **Related publications**

13. Users may also wish to refer to the following publications which are available on request:

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and the more detailed publication (6306.0)—issued annually

*Weekly Earnings of Employees (Distribution), Australia, (Preliminary)* (6309.0) and the more detailed publication (6310.0)—issued annually

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*Job Vacancies, Australia* (6231.0)—issued quarterly

*Overtime, Australia* (6330.0)—issued quarterly

*Employed Wage and Salary Earners, Australia* (6248.0)—issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0)—issued monthly

*The Labour Force, Australia* (6203.0)—issued monthly

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurement and Usage.*

14. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### **Unpublished statistics**

15. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer

printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the Inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

#### Symbols and other usages

- \* relative standard error greater than or equal to 25 per cent. See the Technical Note (Appendix C).
- nil or rounded to zero.

16. The estimates of average weekly earnings are rounded to the nearest 10 cents and estimates of average weekly hours paid for are rounded to the first decimal place.

#### Electronic services

VIATEL. Key \*656# for selected current economic,

social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

For further information phone the AUSSTATS Help Desk on (062) 52 6017.

TELESTATS. This service provides foreign trade statistics tailored to users' requirements.

Further information is available on (062) 52 5404.

#### Floppy disk service

Selected ABS statistics are available on floppy disk. For further information phone (062) 52 6684.

## APPENDIX C: TECHNICAL NOTE

### Introduction

1. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses (that is, a relative standard error equal to or greater than 25 per cent of the estimate — see paragraph 3 below).

### Reliability of estimates

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the following tables have been pro-

vided to give an indication of the magnitude of relative standard errors.

4. An example of the use of these tables is as follows: the estimate of average weekly total earnings for full-time adult male non-managerial employees (all industries) in Australia is shown in Table 3 as \$481.90. The approximate relative standard error of this estimate is 0.5 per cent (or a standard error of \$2.40 rounded to the nearest ten cents). There are about two chances in three that a complete collection would give a figure within the range \$479.50 to \$484.30 and nineteen chances in twenty that the figure would be within the range \$477.10 to \$486.70.

5. The following notes give indications of relative standard errors which are not covered directly by the tables.

*Full-time adult employees.* Relative standard errors are approximately the same as for full-time adult non-managerial employees.

*Part-time employees.* Relative standard errors are generally less than 10 per cent.

*Private sector employees.* Relative standard errors for industry data are generally slightly higher than those for private and public sectors combined.

*Average weekly hours paid for.* Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours paid for, the relative standard error percentages approximate those shown for average weekly overtime earnings.

**TABLE A : APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,  
NOVEMBER 1987  
(Per cent)**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, PRIVATE FULL-TIME ADULT MANAGERIAL EMPLOYEES									
Males	2.7	3.8	6.0	6.1	4.8	6.7	3.9	5.9	1.8
Females	4.9	6.6	8.3	12.4	9.0	9.2	5.9	7.7	3.2
Persons	2.7	3.7	5.9	7.0	5.3	6.7	4.0	5.6	1.8
AVERAGE WEEKLY EARNINGS, PUBLIC FULL-TIME ADULT MANAGERIAL EMPLOYEES									
Males	0.5	1.6	1.3	0.4	2.4	1.4	1.8	0.3	0.5
Females	1.1	2.2	1.2	1.1	1.1	1.7	0.6	0.3	0.7
Persons	0.5	1.6	1.3	0.4	2.2	1.2	1.6	0.3	0.5
AVERAGE WEEKLY EARNINGS, ALL FULL-TIME ADULT MANAGERIAL EMPLOYEES									
Males	2.3	3.0	4.3	4.5	3.8	3.9	2.7	1.9	1.4
Females	4.2	5.3	7.1	10.3	7.4	7.2	4.3	4.4	2.6
Persons	2.3	2.9	4.4	5.3	4.2	3.9	2.9	1.9	1.4

TABLE A : APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,  
NOVEMBER 1987 — *continued*  
(Per cent)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, PRIVATE FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Ordinary time earnings	1.3	1.5	1.8	1.8	1.6	1.6	2.6	4.1	0.7
Overtime earnings	6.1	7.7	8.7	7.8	10.0	6.8	16.1	19.4	3.6
Total earnings	1.5	1.4	1.8	1.9	2.0	1.4	2.7	4.9	0.8
Junior males—									
Total earnings	3.4	2.7	2.4	4.5	5.3	2.2	4.2	6.1	1.6
Adult females—									
Ordinary time earnings	1.5	1.6	1.4	1.8	2.2	4.1	1.8	2.3	0.8
Overtime earnings	9.6	9.5	9.2	10.8	16.2	17.2	15.2	32.6	5.4
Total earnings	1.5	1.6	1.4	1.7	2.1	3.9	1.7	2.3	0.8
Junior females—									
Total earnings	1.9	4.1	1.7	2.9	2.9	2.7	4.2	5.4	1.4
Adult persons—									
Ordinary time earnings	1.2	1.2	1.4	1.5	1.4	1.7	2.1	3.1	0.6
Overtime earnings	6.0	7.0	8.2	7.9	10.3	7.9	15.7	17.2	3.5
Total earnings	1.4	1.1	1.5	1.5	1.7	1.5	2.4	3.7	0.7
Junior persons—									
Total earnings	2.2	2.5	1.5	3.0	3.6	1.8	3.6	5.0	1.1
AVERAGE WEEKLY EARNINGS, PUBLIC FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Ordinary time earnings	0.3	0.5	0.5	0.4	0.9	0.4	0.6	0.5	0.2
Overtime earnings	1.3	2.4	5.5	1.1	2.5	5.4	2.6	1.9	1.1
Total earnings	0.3	0.5	0.5	0.3	0.9	0.5	0.5	0.4	0.2
Junior males—									
Total earnings	0.2	0.6	0.8	0.3	0.4	0.8	0.6	0.6	0.2
Adult females—									
Ordinary time earnings	0.2	0.4	0.2	0.4	0.3	0.3	0.4	0.5	0.2
Overtime earnings	1.9	1.4	6.6	2.8	3.7	4.0	2.7	2.1	1.1
Total earnings	0.2	0.4	0.2	0.4	0.3	0.3	0.4	0.5	0.2
Junior females—									
Total earnings	0.3	0.9	0.8	0.4	0.5	1.4	0.7	0.8	0.4
Adult persons—									
Ordinary time earnings	0.2	0.4	0.4	0.3	0.6	0.4	0.5	0.5	0.2
Overtime earnings	1.3	2.0	5.3	1.5	2.6	5.0	2.2	1.9	1.0
Total earnings	0.2	0.4	0.4	0.3	0.6	0.4	0.4	0.5	0.1
Junior persons—									
Total earnings	0.2	0.6	0.8	0.3	0.4	1.1	0.5	0.7	0.2
AVERAGE WEEKLY EARNINGS, ALL FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Ordinary time earnings	0.9	0.9	1.0	0.9	1.1	0.9	1.5	1.2	0.4
Overtime earnings	4.7	5.5	6.2	5.9	8.6	5.2	12.5	8.7	2.7
Total earnings	1.0	0.9	1.1	1.0	1.3	0.8	1.4	1.5	0.5
Junior males—									
Total earnings	2.9	2.3	2.1	4.0	4.2	1.9	3.1	4.1	1.3
Adult females—									
Ordinary time earnings	1.0	0.9	0.7	0.9	1.2	1.6	0.8	0.6	0.5
Overtime earnings	6.8	7.0	6.3	7.5	11.5	9.4	7.1	10.4	3.8
Total earnings	1.0	0.9	0.7	0.9	1.2	1.6	0.8	0.6	0.5
Junior females—									
Total earnings	1.5	3.4	1.4	2.5	2.5	2.1	4.0	4.1	1.1
Adult persons—									
Ordinary time earnings	0.8	0.7	0.8	0.7	0.9	0.8	1.1	0.9	0.4
Overtime earnings	4.5	5.0	5.8	5.9	8.6	5.5	11.9	7.6	2.6
Total earnings	0.8	0.7	0.8	0.7	1.1	0.8	1.1	1.0	0.4
Junior persons—									
Total earnings	1.9	2.0	1.3	2.6	3.0	1.5	3.0	3.5	0.9
AVERAGE WEEKLY EARNINGS, ALL PRIVATE EMPLOYEES									
Males	1.6	2.1	2.4	3.2	2.0	2.1	2.8	5.4	1.0
Females	1.8	2.5	2.4	3.0	3.5	3.8	3.2	5.6	1.1
Persons	1.5	1.9	2.1	3.1	2.4	2.4	2.9	5.3	0.9
AVERAGE WEEKLY EARNINGS, ALL PUBLIC EMPLOYEES									
Males	0.3	0.9	0.9	0.3	1.2	0.8	0.9	0.4	0.3
Females	0.3	1.2	0.5	1.1	0.4	0.5	0.8	0.4	0.4
Persons	0.2	1.0	0.7	0.6	0.9	0.8	0.8	0.4	0.3
AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES									
Males	1.1	1.5	1.5	1.9	1.4	1.3	1.7	1.7	0.6
Females	1.2	1.6	1.5	1.8	2.2	2.1	2.0	2.3	0.7
Persons	1.0	1.3	1.3	1.8	1.6	1.4	1.6	1.8	0.6

TABLE B: APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:  
FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1987  
(Per cent)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	1.2	5.6	1.4	2.0	12.2	1.7	1.2	5.7	1.4
Manufacturing	0.8	4.2	1.0	1.1	7.7	1.2	0.8	4.4	1.0
Food, beverages and tobacco	1.9	5.9	2.2	2.2	12.9	2.0	1.7	5.8	1.9
Textiles; clothing and footwear	2.3	13.3	3.0	1.0	21.2	1.4	1.4	17.1	2.9
Paper, paper products, printing and publishing	1.3	17.5	2.6	2.6	21.7	2.3	1.6	19.3	2.7
Chemical, petroleum and coal products	11.6	7.7	10.4	12.5	39.4	13.7	12.7	11.9	12.4
Metal products, machinery and equipment—									
Basic metal products	1.0	4.2	1.2	1.2	3.8	1.2	1.0	4.2	1.3
Fabricated metal products; other machinery and equipment	1.6	12.0	2.5	2.1	16.3	2.3	1.6	11.6	2.4
Transport equipment	0.6	3.3	0.6	0.6	2.9	0.5	0.5	3.2	0.6
<i>Total metal products, etc.</i>	0.8	6.0	1.2	1.5	11.2	1.6	0.9	5.9	1.2
Other manufacturing	1.4	12.0	3.0	1.8	17.6	2.1	1.4	12.1	2.8
Electricity, gas and water	0.1	0.7	0.2	0.1	0.9	0.1	0.1	0.7	0.1
Construction	2.1	12.0	2.6	1.2	24.4	1.3	1.9	11.9	2.4
Wholesale trade	1.9	15.3	1.9	2.2	15.4	2.2	1.6	13.5	1.7
Retail trade	1.4	14.8	1.5	1.3	8.8	1.3	1.2	12.1	1.2
Transport and storage	1.3	6.0	1.1	1.6	11.7	1.2	1.3	6.0	1.1
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	2.5	16.0	2.3	1.1	17.5	1.3	1.5	13.5	1.5
Public administration and defence	1.0	6.7	1.0	0.7	4.8	0.7	0.8	6.1	0.7
Community services	0.7	6.0	0.8	0.5	5.4	0.5	0.5	5.3	0.6
Recreation, personal and other services	3.0	14.2	3.3	2.1	15.0	2.1	2.4	13.0	2.6
<b>Total all industries</b>	<b>0.4</b>	<b>2.7</b>	<b>0.5</b>	<b>0.5</b>	<b>3.8</b>	<b>0.5</b>	<b>0.4</b>	<b>2.6</b>	<b>0.4</b>

TABLE C: APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS:  
ALL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1987  
(Per cent)

Industry	Full-time employees								
	Adult managerial			Junior			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	4.6	17.4	5.1	3.2	9.9	4.0	1.3	3.4	1.2
Manufacturing	1.7	3.8	1.9	2.5	2.3	2.1	1.0	1.1	0.9
Food, beverages and tobacco	1.9	6.0	2.3	2.8	2.1	2.3	1.8	3.1	1.5
Textiles; clothing and footwear	5.1	14.6	6.4	7.8	3.8	4.2	2.8	1.3	2.7
Paper, paper products, printing and publishing	5.3	11.8	6.4	4.9	6.3	5.5	2.5	4.2	2.9
Chemical, petroleum and coal products	7.2	6.5	6.7	5.3	15.5	12.2	6.4	9.8	7.6
Metal products, machinery and equipment—									
Basic metal products	1.3	4.7	1.4	1.2	1.9	1.2	1.2	1.1	1.2
Fabricated metal products; other machinery and equipment	3.5	8.2	4.4	5.5	2.9	4.9	2.5	2.4	2.4
Transport equipment	2.9	12.3	2.9	2.6	1.6	2.5	0.8	0.9	0.7
<i>Total metal products, etc.</i>	2.3	7.5	3.1	3.3	2.4	3.0	1.3	1.8	1.3
Other manufacturing	5.3	3.4	4.9	5.8	4.2	5.1	3.4	2.4	3.2
Electricity, gas and water	0.3	5.0	0.4	0.2	0.2	0.2	0.1	0.2	0.1
Construction	5.8	12.6	6.5	3.4	3.1	3.1	2.3	5.7	2.5
Wholesale trade	4.2	7.7	4.0	3.7	4.5	3.3	2.5	4.1	2.4
Retail trade	3.5	6.0	3.9	3.1	1.6	1.9	2.5	2.3	2.1
Transport and storage	4.0	13.6	5.7	8.4	5.1	5.5	1.8	2.4	1.7
Communication	0.3	4.1	0.6	0.0	0.0	0.0	0.0	0.1	0.0
Finance, property and business services	4.4	5.8	4.2	2.9	1.5	1.5	3.4	1.9	2.4
Public administration and defence	1.7	2.0	1.6	1.1	1.2	1.0	1.5	2.1	1.6
Community services	3.3	3.0	2.8	2.9	2.1	1.8	1.3	0.9	1.0
Recreation, personal and other services	6.8	4.1	5.7	7.2	6.3	5.5	4.6	3.1	3.6
<b>Total all industries</b>	<b>1.4</b>	<b>2.6</b>	<b>1.4</b>	<b>1.3</b>	<b>1.1</b>	<b>0.9</b>	<b>0.6</b>	<b>0.7</b>	<b>0.6</b>



IN CONFIDENCE



Office Use

N

←  
PLEASE INSERT  
REFERENCE  
NUMBER IN  
BOX ON PAGE 4

In correspondence please  
quote this number

AUSTRALIAN BUREAU OF STATISTICS

LABOUR STATISTICS FORM  
AWE9

Please correct  
any errors in  
the name  
and/or address

All communications  
should be directed  
to:

The Australian Bureau  
of Statistics in your  
State or Territory (for  
the address and telephone  
number see below)

## SURVEY OF AVERAGE WEEKLY EARNINGS WEEK ENDING 20 NOVEMBER 1987

The Survey of Average Weekly Earnings is an Australia wide survey covering a sample of approximately 4,000 private and government organisations. The survey collects information which is essential for producing estimates of **average weekly earnings**, a key economic indicator used by a wide range of private and public organisations in monitoring certain aspects of the Australian economy and in formulating economic policy.

- COLLECTION AUTHORITY —This form is collected under the authority of the *Census and Statistics Act 1905* which provides for the compulsory furnishing of a completed form.
- CONFIDENTIALITY —Individual forms remain confidential to the ABS and statistics are only released in the form of aggregated data.
- DUE DATE —Please complete the questions on page 2 and return this form in the reply paid envelope to reach the ABS **NOT LATER THAN 4 DECEMBER 1987**.
- ESTIMATES —Where actual figures are not available, please supply careful estimates.
- INSTRUCTIONS —Information to be furnished in the return relates to all employees of the enterprise named above, including those employees paid from overseas.  
The duplicate copy on page 4 should be completed and retained for your own records and to assist in the resolution of any queries raised by this Office.
- ASSISTANCE —If you require further information or are experiencing particular difficulties in completing any part of the form, please contact the ABS on one of the telephone numbers below. Reverse charge calls will be accepted.

IAN CASTLES  
Australian Statistician

STATE	POSTAL ADDRESS	TELEPHONE NO.
ACT	Box 10, PO Belconnen 2616	(062) 52 6573
NSW	Box 796, GPO Sydney 2001	(02) 268 4370
VIC.	Box 2796Y, GPO Melbourne 3001	(03) 615 7000
QLD	Box 1160, GPO Brisbane 4001	(07) 222 6208
WA	Box K881, GPO Perth 6001	(09) 323 5336
SA	Box 2272, GPO Adelaide 5001	(08) 228 9324
TAS.	Box 66A, GPO Hobart 7001	(002) 20 5852
NT	Box 3796, GPO Darwin 5794	(089) 41 1599

IN CONFIDENCE

2

## SURVEY OF AVERAGE WEEKLY EARNINGS WEEK ENDING 20 NOVEMBER 1987

Questions on this page relate to employees of the enterprise named on page 1 who received pay for the last pay period ending on or before 20 NOVEMBER 1987, including those paid from interstate or overseas. EXCLUDE all employees who did not receive any pay for this pay-period.

Include only one week's proportion, if the normal pay period is not a week.

Please read carefully the instructions and definitions on pages 1 and 3 before completing this page and returning it in the post-free envelope by 4 DECEMBER 1987.

Please complete all items and indicate NIL if applicable.

NUMBER OF EMPLOYEES—see definition 2	MALES	FEMALES
FULL-TIME ADULTS—MANAGERIAL .....	MA	FA
FULL-TIME ADULTS—NON-MANAGERIAL .....	MB	FB
FULL-TIME JUNIORS .....	MC	FC
PART-TIME ADULTS .....	MD	FD
PART-TIME JUNIORS .....	ME	FE
<b>TOTAL EMPLOYEES</b> .....	<b>MF</b>	<b>FF</b>
<b>WEEKLY OVERTIME EARNINGS</b> to nearest dollar—see definition 9		
FULL-TIME ADULTS—NON-MANAGERIAL .....	MG \$	FG \$
<b>TOTAL GROSS WEEKLY EARNINGS</b> to nearest dollar including Weekly Overtime Earnings—see definition 10		
FULL-TIME ADULTS—MANAGERIAL .....	MH \$	FH \$
(ensure that any overtime earnings of managerial staff are included) .....	MJ \$	FJ \$
FULL-TIME ADULTS—NON-MANAGERIAL .....	MK \$	FK \$
FULL-TIME JUNIORS .....	ML \$	FL \$
PART-TIME ADULTS .....	MM \$	FM \$
PART-TIME JUNIORS .....	MN \$	FN \$
<b>TOTAL EARNINGS OF EMPLOYEES</b> .....		
<b>WEEKLY OVERTIME HOURS PAID FOR</b> to nearest hour—see definition 11		
FULL-TIME ADULTS—NON-MANAGERIAL .....	MP	FP
<b>TOTAL WEEKLY HOURS PAID FOR</b> to nearest hour including Weekly Overtime Hours—see definition 12		
FULL-TIME ADULTS—NON-MANAGERIAL .....	MR	FR
FULL-TIME JUNIORS .....	MT	FT
PART-TIME ADULTS .....	MU	FU
PART-TIME JUNIORS .....	MV	FV
<b>IMPORTANT</b>		
To reduce the need to contact you further for explanation or verification, please provide a brief analysis of your reported data.		
Example: Part-time male employment is 50% higher this quarter than normal because of new contracts. As these employees are paid less than our more experienced full-time male staff average weekly earnings have declined.		
<b>ANALYSIS:</b>		
.....		
.....		
.....		

Name of the person to be contacted if any queries do arise which cannot be answered by the above analysis.

BLOCK LETTERS	STD Code	Number
Mr/Mrs/Miss/Ms .....	.....	.....

Signature .....

Date .....

**PLEASE NOTE:** The reference period for the next survey will be the **LAST PAY-PERIOD ENDING ON OR BEFORE 19 FEBRUARY 1988.**

## SURVEY OF AVERAGE WEEKLY EARNINGS WEEK ENDING 20 NOVEMBER 1987

### DEFINITIONS

1. The **REFERENCE PERIOD** for this return is the last pay-period ending on or before **20 NOVEMBER 1987**. If the operations of the establishment(s) covered by this return were seriously curtailed by an industrial dispute, fire, etc. during the reference period (e.g. complete or partial shut down of all or most activities for a portion of the reference period), **please supply particulars for the previous normal pay period for those affected** (and describe the action taken in the space provided for comments at the bottom of page 2). If your organisation is working reduced hours and this arrangement is expected to continue for some time, information should be provided on this basis.
2. **NUMBER OF EMPLOYEES** refers to all employees including those paid from overseas, who **received pay** for any part of the reference period.  
  
**Include** the following categories of employees only if they **received pay** for any part of the reference period.
  - full-time and part-time employees
  - permanent, temporary and casual employees
  - managerial and executive employees
  - employees who commenced work during the reference period
  - employees who finished work during the reference period
  - employees absent on paid or pre-paid leave (e.g. annual leave, sick leave, long service leave)
  - employees on workers' compensation who continue to be paid through the payroll.**Exclude** **ALL employees who did not receive any pay** for the reference period, e.g.
  - irregular casual employees who did not work during the reference period
  - employees on leave without pay
  - employees on strike or stood down without pay**Exclude** also the following persons who for the purpose of this statistical return are not regarded as employees.
  - directors who are not paid a salary
  - proprietors/partners of unincorporated businesses
  - self employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.
3. **FULL-TIME** employees are those (permanent, temporary and casual) who normally work the agreed or award hours for a full-time employee in their occupation; if agreed or award hours do not apply, employees should be regarded as full-time if they ordinarily work 35 hours or more a week.
4. **PART-TIME** employees are those who are not **FULL-TIME** employees as defined.
5. **ADULT** employees are those employees 21 years of age and over and those employees who, although under 21 years of age, are paid at the adult rate for their occupation.
6. **JUNIOR** employees are those employees who are not **ADULTS** as defined.
7. **MANAGERIAL** employees are managerial, executive, professional and higher supervisory staff, i.e. those employees who **do not receive payment for overtime** or who are in charge of a significant number of employees in a separate establishment(s).
8. **NON-MANAGERIAL** employees are those who are not **MANAGERIAL** employees as defined.
9. **WEEKLY OVERTIME EARNINGS** refers to that part of employees' **TOTAL GROSS WEEKLY EARNINGS** (as defined below) for hours paid for in excess of award, standard or agreed hours of work. If the normal pay-period is not a week, **include only one week's proportion**. This item is required only for the category **FULL-TIME ADULTS—NON-MANAGERIAL**.
10. **TOTAL GROSS WEEKLY EARNINGS** refers to **one week's** earnings of all permanent, temporary, casual, managerial and executive employees in the reference period (including amounts paid from interstate or overseas), before taxation and any other deductions (e.g. superannuation, board and lodging) have been made.
 

<b>Include</b> <ul style="list-style-type: none"> <li>• ordinary time earnings</li> <li>• over-award pay</li> <li>• overtime earnings</li> <li>• penalty payments, shift and other remunerative allowances</li> <li>• commissions and retainers</li> <li>• bonuses and similar payments related to the reference period</li> <li>• payments under incentive or piecework</li> <li>• payments under profit-sharing schemes normally paid each pay period</li> <li>• payments for leave, including holidays taken during the reference period</li> <li>• all workers' compensation payments made through the payroll</li> <li>• salary payments made to directors.</li> </ul>	<b>Exclude</b> <ul style="list-style-type: none"> <li>• retrospective pay (back pay)</li> <li>• pay in advance</li> <li>• leave loadings</li> <li>• bonuses and other payments not related to the reference period</li> <li>• severance, termination and redundancy payments</li> <li>• directors' or office holders' fees</li> <li>• payments to proprietors/partners of unincorporated businesses</li> <li>• payments to self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer</li> <li>• allowances which are reimbursements to employees for travel, entertainment, meals and other expenditure incurred in conducting the business of their employer</li> <li>• workers' compensation payments not made through the payroll.</li> </ul>
---	--
11. **WEEKLY OVERTIME HOURS PAID FOR** refers to employees' hours in excess of award, standard or agreed hours of work. (Do not convert overtime hours to their ordinary time equivalent; for example, if 100 hours of overtime were paid for at time and a half, the number of hours reported should be 100 and not 150). This item is required only for the category: **FULL-TIME ADULTS—NON-MANAGERIAL**.
12. **TOTAL WEEKLY HOURS PAID FOR** refers to the sum of hours for which payment was made and includes overtime hours, ordinary time hours, paid standby or reporting time and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the reference period. For employees paid other than weekly (excluding managerial, executive etc. staff whose hours are not required) **hours should be converted to a weekly basis**. For employees who began or ceased work, or were absent without pay for any reason during the reference period, include only hours actually paid for. If agreed hours of work are less than award hours, show hours based on agreed hours.

N9  
3312570994  
AUS



2063040011878

ISSN 0815-9912

Recommended retail price: \$7.50